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News Summary

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A specialist in Russian history is said to be President Reagan's choice to be the next Librarian of Congress. Story on Page 7.

New federal rules will require colleges to make contributions to the pension plans of faculty members who continue to work past retirement age. Story on Page 17.

Public colleges in West Virginia will use interest from special accounts to cover a requested $10.4-million cut. Story on Page 23.

Officials of the Education Department have acknowledged that they paid a company to find examples of college administrators' misuse of funds. Story on Page 23.

The Internal Revenue Service has made several major changes in its proposed rules on lobbying by non-profit groups. Story on Page 31.

Student newspapers say they are increasingly being subjected to censorship. Story on Page 35.

College sports officials seem determined to reduce spending on athletics, two new surveys indicate. Story on Page 39.

The governing council of the N.C.A.A. has proposed only a few rule changes to be considered at the June convention. Story on Page 39.

Recommendations by the World Bank regarding higher education in developing countries have drawn fire from the International Association of Universities. Story on Page 41.

A Palestinian student was killed last week in a clash between Israeli soldiers and student protesters at Bir Zeit University. Story on Page 44.

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EX-CONVICT KILLED N.Y. STUDENT

Court to Decide if Colleges Are Required to Screen Applicants' Criminal Records

By CHERYL M. FIELDS
ALBANY, N.Y.

New York's highest court is being urged to overturn a ruling that some colleges contend could make them legally responsible for the conduct of everyone with a prison record—and possibly everyone—they admit.

The case arose from the rape and murder of a female student at the State University of New York College at Buffalo in 1976. The murder, by a student who was an ex-convict, occurred in an off-campus apartment after the semester had ended.

$1.6-Million in Damages

The parents of the student, Rhona Eiseman, charged that the prison system had been negligent in releasing the convict, Larry Campbell, and that the college had been negligent in admitting him. An appellate court awarded the Eisemans about $1.6-million in damages, which would be paid by the state, which operates both institutions, if the decision is upheld.

The case dramatizes some of the conflicting pressures that colleges can face. Since the courts long ago abandoned the legal doctrine that colleges stand *in loco parentis*—in the role of parents—students often want freedom, even in college-owned housing, comparable to that of residents in private apartment buildings. Yet, college administrators note, students and their families may also feel that colleges are responsible for providing an environment safer than that available elsewhere.

Several previous decisions by local and state courts have held colleges responsible, in varying degrees, for the safety of residents in dormitories and in common areas of their campuses—particularly when the courts felt that college officials should have foreseen that problems could occur, or found that college publications

Continued on Page 36, Column 1

U.S. Restrictions on Flow of Money to Cuba Threaten Psychologists' Trip to Conference

By COLLEEN CORDES
WASHINGTON

The U.S. Treasury Department has refused to approve a trip to Cuba by a group of psychologists who want to attend an international scientific meeting there this summer.

Citing federal regulations that restrict the flow of U.S. dollars to Cuba, officials rejected the American Psychological Association's argument that all psychologists and behavioral scientists who want to travel to the meeting should be permitted to do so under the principles of scientific freedom.

Department officials said, however, that individual psychologists might be able to qualify for a license to travel to Cuba and should apply for approval on their own.

The psychological association sought approval for all psychologists and behav-

Continued on Page 8, Column 1

Scholars Attempt to Rework Theories of Liberalism

Attacked from the left as elitist and from the right as morally corrupt, liberalism has been retooled for a new political age. Story on Page 6.

Administrators' Pay Up More than 5 Pct. for 2nd Straight Year

Those at private institutions receive the largest increase

By KATHERINE S. MANGAN
WASHINGTON

Salaries of college and university administrators increased 5.3 per cent nationwide this year. Employees of private institutions fared better than their colleagues in the public sector.

Over all, administrative salaries in 1986-87 climbed by the same amount as last year, according to a national survey by the College and University Personnel Association.

This year, however, the gap was wider between the increases at private institutions, 6.8 per cent, and those at public institutions, 4.5 per cent.

- Median salaries of administrators appear in a table on Page 18.
- Average faculty salaries at 1,700 colleges are in a table beginning on Page 19.

Last year the increases were much closer, with a 5.3-per-cent jump at public, and a 5.6-per-cent jump at private, institutions.

John M. Toller, personnel director at the University of Connecticut and a co-author of the study, said private institutions might be catching up after some difficult years when they were hit by high inflation.

"It's a balancing factor," he said. "Some of the private colleges have had rough years in relation to inflation, and I think what we're seeing is that they're catching up now."

Public institutions, which have a larger pool of employees, normally are not hit as hard by increases in health-care costs and other employee-related expenses, said Mr. Toller, who also chairs CUPA's classifica-

Continued on Page 18, Column 5

A Headhunter Helps Dartmouth—and Many Others—Find a New President

By SCOTT HELLER

James O. Freedman needed one question answered before he would put his name in the running for the Dartmouth College presidency: Would Dartmouth really hire someone without a tie to the college?

The last such president retired in 1828. Happily heading the University of Iowa, Mr. Freedman wasn't sure he wanted to risk his reputation if Dartmouth wasn't serious.

A Growing Cadre

It was the kind of question he couldn't ask members of the search panel. But Mr. Freedman could privately ask William J. Bowen, an executive recruiter hired to direct the search. The guarantee came back: Dartmouth wanted the best person for the job, regardless of background.

Mr. Freedman agreed to meet with members of the search panel in Chicago. Last week—one month later—he was named Dartmouth's 15th president.

Mr. Bowen was nowhere near Hanover, N.H., when Mr. Freedman addressed the college faculty for the first time. But his role as a "broker" facilitated the move from one presidency to another, Mr. Freedman says.

Mr. Bowen is one of a cadre of headhunters who are quietly changing the style, if not the substance, of how college presidents are selected today.

Presidential searches still take time and include large campuswide committees. But in many places consultants are turning passive selection panels into aggressive academic raiders.

When resignations are announced—and even before—headhunters are on the prowl, phoning for business. Sometimes

Continued on Page 14, Column 2

NANCY WASSERMAN © 1987

James O. Freedman's selection as president of Dartmouth was aided by an executive-search organization.

FACT–FILE

Median Salaries of Administrators, 1986-87

	All institutions	1-year change	Public institutions	Private institutions	All universities	4-year colleges	2-year colleges
Chief executive of a system	$84,959	+ 4.7%	$84,959	$82,236	$98,800	$70,000	$75,000
Chief executive of a single institution	70,000	+ 6.2%	69,875	71,000	85,680	68,865	62,441
Executive vice-president	58,916	+ 4.5%	60,000	55,000	72,100	53,593	53,000
Chief academic officer	54,796	+ 6.4%	58,266	50,000	70,044	51,500	48,695
Chief budget officer	44,527	+ 5.4%	44,979	41,650	48,000	38,964	41,379
Chief business officer	52,000	+ 6.3%	53,800	49,202	66,875	49,488	46,721
Chief development officer	47,092	+ 5.8%	48,072	45,600	58,435	44,000	39,630
Chief development and public-relations officer	54,000	+ 9.3%	55,000	53,141	66,500	51,000	37,022
Chief health-professions officer	67,392	+11.3%	64,400	82,500	104,816	37,800	42,350
Chief personnel and human-resources officer	40,000	+ 6.8%	42,996	34,570	45,600	32,500	39,450
Chief physical-plant officer	38,000	+ 4.5%	40,158	34,000	47,797	33,300	33,208
Chief planning officer	49,000	+ 4.3%	50,500	44,750	56,500	41,750	44,405
Chief planning and budget officer	52,998	+ 5.7%	58,538	46,000	60,000	45,900	47,161
Chief public-relations officer	35,424	+ 6.7%	38,773	31,000	46,867	30,000	31,500
Chief student-affairs officer	45,773	+ 6.1%	50,110	38,430	57,000	39,000	44,691
Administrator, grants and contracts	38,892	+ 2.7%	41,112	35,000	45,000	28,510	34,120
Administrator, hospital medical center	94,700	+12.7%	92,940	100,006	100,000	—	—
Bursar	29,940	+ 9.2%	31,260	27,269	34,971	24,837	27,941
Chaplain	26,200	+ 2.1%	28,113	26,100	31,009	24,700	23,600
Comptroller	40,000	+ 4.9%	42,974	36,040	47,961	34,255	37,333
General counsel	56,442	+ 6.5%	55,850	62,993	58,300	51,100	47,515
Registrar	32,952	+ 6.3%	37,510	28,100	40,308	28,938	32,386
Director, accounting	32,330	+ 7.0%	35,000	28,090	38,500	26,650	30,800
Director, admissions	35,020	+ 4.7%	36,000	33,800	42,400	33,406	31,836
Admissions and financial aid	40,000	+ 6.7%	40,132	39,541	44,870	39,541	35,144
Admissions and registrar	39,853	+ 3.1%	41,128	30,788	46,103	33,072	37,914
Director, affirmative action & equal employment	39,828	+ 7.6%	39,669	39,000	40,250	33,800	39,317
Director, alumni affairs	28,680	+10.3%	32,159	25,116	34,250	24,464	22,500
Director, athletics	40,000	+ 3.6%	44,000	34,655	49,992	34,000	35,904
Men's	—	—	—	—	43,783	28,500	36,000
Women's	—	—	—	—	37,000	24,960	27,600
Director, auxiliary services	40,044	+ 9.0%	41,000	35,600	44,628	33,935	32,315
Director, bookstore	23,256	+ 5.7%	26,385	19,915	31,350	19,750	21,672
Director, campus recreation and intramurals	26,724	+ 1.0%	29,364	22,550	30,500	22,500	21,477
Director, campus security	28,940	+ 5.2%	31,658	25,099	34,475	25,000	26,303
Director, church relations	26,130	—	32,820	25,600	—	25,000	—
Director, community services	35,000	+ 6.9%	36,277	28,220	37,689	27,906	34,879
Director, computer center	40,720	+ 5.4%	44,165	34,775	51,000	34,729	38,173
Academic operations	37,685	+ 2.9%	40,000	35,000	45,096	31,185	33,079
Administrative operations	38,500	+ 6.4%	41,468	35,700	46,675	33,254	34,350
Director, development and alumni affairs	38,713	+ 9.7%	39,650	37,400	50,000	35,352	33,667
Director, educational-media services	31,164	+ 4.8%	34,871	23,880	35,880	24,136	32,892
Director, food services	31,028	+ 3.1%	32,113	30,500	39,068	28,000	25,502
Director, foreign students	28,434	+ 4.2%	29,715	24,872	29,112	23,812	23,345
Director, housing and food services	—	—	46,656	42,400	—	34,920	—
Director, information office	30,000	+ 5.3%	32,376	27,250	36,300	25,603	27,354
Director, information systems	44,736	+ 3.4%	45,337	42,200	50,325	37,656	43,000
Director, institutional research	38,280	+ 5.6%	40,000	33,000	43,680	32,136	36,267
Director, internal audit	36,447	+ 5.9%	38,304	39,000	40,000	31,698	34,215
Director, international studies	—	—	—	—	42,500	31,298	38,851
Director, learning-resources center	34,130	+ 5.1%	37,169	25,000	37,442	25,908	36,876
Director, library services	37,500	+ 5.6%	42,400	32,000	50,000	32,000	33,753
Director, news bureau	27,690	+ 3.2%	29,400	24,000	30,000	23,023	25,215
Director, personnel and affirmative action	33,600	+ 5.7%	34,329	—	38,727	28,875	33,600
Director, publications	29,500	+ 8.1%	32,643	26,028	34,500	24,995	25,596
Director, purchasing	31,497	+ 5.8%	32,550	28,000	35,915	26,500	29,562
Director, risk management and insurance	41,500	+ 9.1%	42,100	41,500	42,800	31,000	33,102
Director, special and deferred gifts	36,000	+ 8.1%	41,000	34,388	41,617	32,400	30,000
Director, student activities	27,214	+ 4.5%	30,992	21,962	31,936	21,480	29,900
Director, student counseling	34,081	+ 2.5%	37,095	28,090	39,003	28,000	35,391
Director, student financial aid	30,899	+ 4.3%	33,463	27,300	37,200	27,300	30,009
Director, student health services							
Physician	61,509	+ 5.0%	63,900	48,495	66,600	40,000	23,210
Nurse	22,300	+ 1.9%	25,793	20,000	25,662	19,500	23,507
Director, student housing	27,900	+ 8.9%	32,832	23,665	34,430	23,300	23,130
Director, student placement	29,264	+ 4.0%	32,098	25,000	34,980	24,570	28,106
Director, student union	32,639	+ 4.9%	36,088	27,288	36,187	26,787	33,495
Dean, architecture	64,500	+ 2.8%	—	61,300	65,749	45,213	—
Dean, agriculture	69,756	+10.0%	69,756	—	71,000	—	43,560
Dean, arts and letters	48,936	+ 2.0%	48,936	42,800	60,960	44,748	40,656
Dean, arts and sciences	57,681	+ 7.5%	57,681	57,024	63,816	51,188	43,470
Dean, business	55,790	+ 7.3%	55,698	55,790	66,300	46,700	42,050
Dean, communications	—	—	—	56,500	65,500	32,400	43,302
Dean, continuing education	44,616	+ 9.4%	45,102	42,000	53,510	39,300	41,425
Dean, dentistry	94,329	+ 7.9%	89,336	96,500	95,748	—	—
Dean, education	55,259	+ 6.3%	58,000	42,200	60,000	41,893	39,181
Dean, engineering	66,496	+ 5.1%	66,900	66,000	76,464	52,000	44,325
Dean, extension	54,430	+ 8.9%	54,430	—	65,500	30,000	41,359
Dean, fine arts	51,151	+ 4.3%	54,564	40,000	60,000	35,250	41,328
Dean, graduate programs	57,680	+ 3.0%	59,600	50,891	60,284	44,944	—
Dean, health-related professions	50,003	+ 3.2%	50,003	55,450	63,000	54,000	40,613
Dean, home economics	—	—	—	33,600	64,500	—	41,228
Dean, humanities	43,500	+ 3.1%	45,874	33,150	57,000	34,731	41,792
Dean, instruction	—	—	—	—	—	—	46,295
Dean, law	89,000	+ 7.2%	86,820	90,000	90,000	41,420	—
Dean, library and information sciences	—	—	—	—	57,043	42,744	44,859
Dean, mathematics	40,750	– 2.9%	41,853	32,000	—	33,075	41,319
Dean, medicine	120,000	+14.3%	109,920	145,000	125,000	—	—
Dean, music	55,640	+ 6.0%	62,250	47,500	64,000	44,056	46,446
Dean, nursing	50,000	+ 5.5%	53,457	43,990	60,000	39,400	38,167
Dean, pharmacy	70,828	+ 3.4%	76,309	66,000	71,508	—	—
Dean, sciences	48,168	+ 4.0%	49,658	35,435	62,974	37,440	41,738
Dean, social sciences	42,400	– 1.2%	44,750	31,183	57,700	31,900	42,540
Dean, social work	63,305	+ 0.8%	66,096	55,000	66,800	41,600	—
Dean, special programs	—	—	—	35,738	—	36,800	37,840
Dean, undergraduate programs	—	—	—	—	56,500	48,400	46,300
Dean, vocational education	45,000	+ 5.9%	45,000	—	56,604	46,650	43,480

— No data

Note: The results are based on a national sample of 3,190 colleges and universities. The rate of response to the survey was 51 per cent. The figures are intended only to give a broad overview of salaries.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

Administrators' Pay Up More than 5 Pct. for 2nd Year in Row

Continued from Page 1

tion and direct-compensation council.

A 10-year review of the survey results found that administrators' earning power had dipped over time.

In the last decade, the Consumer Price Index rose 80.4 per cent, while salaries at public institutions grew by 74.6 per cent. At private institutions, salaries are up 80 per cent over those of 10 years ago.

In academic 1986-87, administrators stayed well ahead of the inflation rate of 1.7 per cent. In fact, considering inflation, the raises in take-home pay were actually higher than last year, Mr. Toller pointed out.

$23,256 to $120,000

The survey, based on responses from more than 1,600 colleges and universities, found that salaries at four-year colleges had increased by 5.6 per cent, compared to 4.7 per cent at universities and 4 per cent at two-year colleges.

Median administrative salaries ranged from $23,256 for bookstore directors to $120,000 for medical-school deans.

The salaries for nearly all top administrative positions went up this year. The chief executive officer of a higher-education system earned a median salary of $84,959—up 4.7 per cent from last year.

The chief executive of a single campus earned $70,000, while the executive vice-president made $58,916.

Some of the biggest gainers were deans of medicine, whose salaries jumped 14.3 per cent to $120,000, and medical-center administrators, who made $94,700 after a 12.7-per-cent salary increase.

Directors of alumni affairs also did well, climbing 10.3 per cent.

Losers in the survey were deans of mathematics and social sciences, whose salaries declined 2.9 per cent and 1.2 per cent, respectively.

Women and members of minority groups continued to earn less than their white, male counterparts, but that may have been in part because they had spent less time in their current jobs, the survey indicated.

Minority-group members earned 11.3 per cent less than other workers, but they had spent 17.6 per cent less time in their current posts.

Women earned 40.4 per cent less than men, but had spent 36.1 per cent less time in their current positions.

"The fact that the gap exists at all will continue to be the main source of concern for many people," Mr. Toller said.

Data on External-Affairs Posts

The survey showed that salaries for external-affairs positions, such as alumni relations, development, and public relations, went up 6.6 per cent, compared to 3.8 per cent for student-service jobs and 3.7 per cent for academic-administration posts.

Copies of the report, *1986-87 Administrative Compensation Survey*, are available from the order desk, College and University Personnel Association, 11 Dupont Circle, N.W., Suite 120, Washington 20036; (202) 462-1038. The price is $50 per copy for members, $125 for nonmembers who participated in the survey, and $200 for others.

The association's survey of second-level administrators will appear in a future issue of *The Chronicle*.

FACT–FILE

Average Salaries for Full-Time Faculty Members This Year at 1,700 U.S. Colleges and Universities

The following table shows average faculty salaries by rank at 1,700 colleges, universities, and multicampus college systems in 1986-87.

The salaries, which are reported in thousands of dollars and rounded to the nearest hundred, cover all full-time members of the instructional staff except those in medical schools.

The figures are adjusted to a standard, nine-month work year.

The statistics were compiled for the American Association of University Professors by Maryse Eymonerie Associates of McLean, Va.

The designations I, IIA, IIB, III, and IV are defined in the rating table at the right, which gives the percentile distributions of salaries for each academic rank.

To maintain the confidentiality of individual salaries, a dash appears where an institution has five or fewer faculty members at that rank. A blank space indicates that the institution has no faculty members at that rank.

Average faculty salaries for institutions without academic ranks, most of which are two-year colleges, appear in a separate table on Page 22.

The table omits footnotes qualifying the information reported by some institutions.

A table showing faculty pay by rank and one-year increases appeared in the April 8 issue of *The Chronicle*.

The full salary report, which includes data on salaries by sex and fringe-benefit information, may be purchased for $25 prepaid from the American Association of University Professors, Suite 500, 1012 14th Street, N.W., Washington 20005.

ALABAMA	Prof	Assoc Prof	Asst Prof	Inst
Alabama A&M U, IIA	32.4	29.1	24.7	19.4
Alabama St U, IIA	34.4	31.1	25.5	20.2
Athens St C, IIB	38.4	34.0	27.2	—
Auburn U				
Main campus, I	43.6	34.1	28.7	19.5
Montgomery, IIA	39.2	33.1	26.5	21.7
Birmingham-Southern C, IIB	33.4	26.4	24.3	—
Huntingdon C, IIB	27.9	25.2	21.8	—
Jacksonville St U, IIA	36.0	33.8	28.8	25.7
Judson C, IIB	25.9	—	20.2	—
Livingston U, IIB	30.2	23.9	21.4	18.3
SE Bible C, IIB	—	18.6	—	—
Spring Hill C, IIB	34.2	28.3	24.6	—
Stillman C, IIB	23.9	20.0	19.8	16.0
Troy St U				
Main campus, IIA	36.3	29.7	24.8	21.5
Dothan-Ft Rucker, IIA	35.4	31.5	28.6	—
Montgomery, IIA	—	29.2	26.1	—
Tuskegee U, IIA	30.5	24.9	22.5	18.2
U of Alabama				
Main campus, I	45.2	33.9	28.0	19.7
Birmingham, I	42.1	32.1	26.0	20.2
Huntsville, IIA	44.5	32.8	27.2	21.1
U of Montevallo, IIA	34.2	29.4	25.2	19.4
U of North Alabama, IIA	38.7	31.9	26.8	13.8
U of South Alabama, IIA	37.7	30.7	27.7	22.2

ALASKA				
U of Alaska				
Anchorage, IIA	51.8	42.4	34.0	—
Co-op extension, III		49.1	44.7	—
Fairbanks, IIA	57.2	47.2	38.4	31.6
Juneau, IIB	55.7	44.4	36.4	—

ARIZONA				
American Grad Sch of Internat'l Mgmt, IIB	39.7	32.0	27.2	—
Arizona St U, I	48.8	37.5	31.1	23.8
Grand Canyon C, IIB	30.6	26.4	21.8	19.0
Northern Arizona U, IIA	44.3	35.1	28.0	22.1
U of Arizona, I	49.6	38.5	30.5	25.6

ARKANSAS				
Arkansas C, IIB	33.5	28.1	24.7	—
Arkansas St U				
Main campus, IIA	37.1	31.3	26.1	21.0
Beebe, III		—	26.4	22.6
Arkansas Tech U, IIB	31.9	28.6	26.0	20.4
C of the Ozarks, IIB	23.2	20.9	19.2	17.3
Hendrix C, IIB	34.1	29.1	24.1	
Ouachita Baptist U, IIA	32.4	26.5	22.2	19.4
Southern Ark U, IIB	34.7	30.7	26.8	20.4
U of Arkansas				
Fayetteville, I	42.3	32.9	27.6	20.7
Little Rock, IIA	41.8	33.0	27.6	23.2
Pine Bluff, IIB	32.0	28.2	25.8	21.4
U of Central Ark, IIA	37.7	31.5	25.2	20.1

CALIFORNIA				
Azusa Pacific U, IIA	29.2	26.0	23.5	19.9
Biola U, IIA	35.3	27.2	21.9	18.2
California Inst of Tech, I	65.8	47.8	38.9	
Cal Lutheran C, IIA	35.5	28.1	23.5	22.0
California St U				
Bakersfield, IIA	48.8	37.4	29.9	26.2
Chico, IIA	48.9	37.4	30.7	27.3
Dominguez Hills, IIA	49.0	37.4	30.5	—
Fresno, IIA	49.4	37.3	29.9	27.2
Fullerton, IIA	49.2	38.3	30.3	—
Hayward, IIA	49.1	38.0	30.5	27.1
Humboldt St U, IIA	48.5	37.6	30.3	—
Long Beach, IIA	49.4	38.5	30.9	27.0
Los Angeles, IIA	48.9	38.2	31.1	—
Northridge, IIA	49.2	37.8	30.5	26.9
Poly St U-Pomona, IIA	49.5	37.8	30.8	—
San Luis Obispo, IIA	48.5	38.0	30.5	—
Sacramento, IIA	48.9	37.5	30.1	—
San Bernardino, IIA	48.2	36.8	30.5	—
San Diego St U, IIA	49.0	38.3	31.3	26.5
San Francisco St U, IIA	48.5	37.3	30.4	26.0

CALIFORNIA—Continued	Prof	Assoc Prof	Asst Prof	Inst
California St U				
San Jose St U, IIA	49.4	37.7	31.0	26.8
Sonoma St U, IIA	49.0	37.4	29.8	—
Stanislaus, IIA	49.0	37.7	30.4	—
Chapman C, IIA	36.9	32.1	26.0	—
Christ C Irvine, IIB	35.8	29.5	23.5	—
Claremont				
McKenna C, IIB	48.8	36.9	29.0	—
C of Notre Dame, IIA	30.0	23.1	21.0	—
Fremont-Newark CC Dist, III	40.7	36.9	33.0	30.8
Golden Gate U, I	48.4	40.1	33.9	
Harvey Mudd C, IIB	53.5	40.9	31.7	—
Loyola Marymount U, IIA	49.1	39.6	28.3	23.1
Mennonite Brethren Bible Sem, IIB	—	27.7	—	
Mills C, IIA	44.5	33.6	28.4	—
Mt Saint Mary's C, IIB	32.5	28.6	23.6	20.4
Naval Postgrad Sch, I	48.9	36.2	30.4	
Occidental C, IIB	46.0	35.2	28.5	26.7
Pacific Sch of Religion, IIA	35.5	—	—	
Pacific Union C, IIA	26.6	24.8	23.6	21.7
Palomar C, III		38.0		31.0
Pepperdine U, IIA	46.2	37.8	32.2	—
Pitzer C, IIB	44.6	—	26.6	
Point Loma Nazarene C, IIB	36.4	29.4	22.5	—
Pomona C, IIB	52.4	37.6	29.7	—
Saint Mary's C of Cal, IIA	42.0	32.9	26.6	
Santa Clara U, IIA	58.0	40.5	32.8	
Scripps C, IIB	44.1	31.8	25.1	—
Southern Cal C, IIB	33.7	31.1	25.9	21.6
Southwestern U, IIB	52.3	—	—	
Stanford U, I	67.2	46.8	36.7	
U of California				
Berkeley, I	64.0	42.0	36.2	
Davis, I	58.9	38.3	34.6	
Irvine, I	59.4	41.0	36.3	
Los Angeles, I	62.3	40.4	37.4	
Riverside, I	56.3	39.1	32.9	
San Diego, I	60.4	41.6	34.4	
San Francisco, I	68.9	51.9	42.1	
Santa Barbara, I	58.6	40.5	34.7	
Santa Cruz, I	55.7	38.7	34.2	
U-Wide Services, IIA	57.9	41.6		
U of La Verne, IIA	34.3	24.5	20.8	—
U of the Pacific, IIA	39.8	34.2	29.3	21.4
U of Redlands, IIA	40.5	31.8	28.9	
U of San Diego, IIA	48.9	32.8	27.2	—
U of Southern Cal, I	57.7	41.3	33.3	29.8
Westmont C, IIB	33.7	28.0	24.5	—
Whittier C, IIA	35.1	30.1	25.1	25.5

COLORADO				
Adams St C, IIA	33.8	27.6	24.7	22.8
Colorado C, IIB	46.5	34.3	26.9	—
Colorado Mountain C, III	27.5	24.2	—	—
Colorado St U, I	41.4	32.8	28.6	21.2
Fort Lewis C, IIB	34.3	27.7	26.0	—
Iliff Sch of Theol, IIA	41.5	36.9	—	
Mesa C, IIB	33.1	27.9	23.3	20.5
Metropolitan St C, IIB	35.1	29.3	25.5	20.3
Regis C, IIB	32.6	27.6	21.7	
U of Colorado				
Boulder, I	45.3	35.6	31.3	25.4
Colorado Springs, IIA	41.8	33.2	28.3	—
Denver, IIA	42.0	33.3	29.8	20.2
U of Northern Colo, IIA	39.5	29.4	25.0	23.3
U of Southern Colo, IIA	35.9	30.9	26.0	22.5
Western St C of Colo, IIA	33.2	26.0	22.3	—

CONNECTICUT				
Albertus Magnus C, IIB	29.7	25.5	22.4	—
Asnuntuck CC, III	—	—	27.1	22.4
Central Conn St U, IIA	45.1	36.9	31.0	25.8
Connecticut C, IIA	42.5	34.0	25.9	—
Eastern Conn St U, IIB	44.2	35.4	27.9	
Fairfield U, IIA	43.6	35.6	30.3	23.2
Greater Hartford CC, III	37.0	32.1	28.3	22.8
Housatonic CC, III	35.5	31.6	29.8	—
Manchester CC, III	37.4	32.3	27.9	22.7
Mattatuck CC, III	36.8	32.1	28.4	23.9

CONNECTICUT—Continued	Prof	Assoc Prof	Asst Prof	Inst
Middlesex CC, III	37.2	33.0	29.6	23.8
Mohegan CC, III	36.9	31.1	27.3	22.5
NW Conn CC, III	36.7	33.0	26.1	—
Norwalk CC, III	37.5	32.2	27.6	23.5
Sacred Heart U, IIB	37.0	29.2	24.3	—
Saint Joseph C, IIA	30.1	26.1	23.1	21.7
South Central CC, III	29.5	31.4	29.1	23.0
Southern Conn St U, IIA	44.3	36.5	31.1	24.9
Trinity C, IIA	49.0	36.5	27.8	—
Tunxis CC, III	34.9	31.9	28.7	22.8
U of Bridgeport, IIA	45.9	36.8	30.3	23.4
U of Connecticut, I	53.8	39.4	33.4	28.8
U of Hartford, IIA	39.8	32.3	26.6	
Wesleyan U, IIA	50.0	35.2	28.0	—
Yale U, I	63.6	38.3	30.2	28.1

DELAWARE				
U of Delaware, I	50.3	35.6	28.5	21.5

DISTRICT OF COLUMBIA				
American U, I	49.9	36.9	31.0	25.6
Catholic U, I	44.7	32.7	27.3	—
Corcoran Sch of Art, IIB	—	23.7	20.9	
Gallaudet U, IIA	44.2	36.1	28.6	21.5
George Washington U, I	52.6	37.9	29.9	21.6
Georgetown U, I	60.9	41.7	29.6	25.5
Howard U, I	44.2	33.2	27.5	23.4
Mount Vernon C, IIB	—	31.5	24.7	—
Trinity C, IIB	31.9	23.7	20.1	—

FLORIDA				
Barry U, IIA	35.3	29.8	25.2	20.5
Bethune-Cookman C, IIB	24.1	21.3	19.4	16.6
Eckerd C, IIB	36.4	29.3	24.5	
Embry-Riddle Aeronautical U, IIB	35.4	27.7	22.6	11.5
Florida A&M U, IIA	40.3	32.1	28.6	24.1
Florida Atlantic U, IIA	42.0	32.3	28.7	22.4
Fla International U, IIA	43.2	33.7	29.7	21.2
Florida Southern C, IIB	30.7	25.5	22.5	—
Florida St U, I	44.2	32.0	28.0	21.6
Indian River CC, III	36.5	32.5	27.9	26.3
Jacksonville U, IIB	29.3	22.6	20.7	—
Miami-Dade CC, III	32.4	27.5	23.0	18.8
Rollins C, IIB	41.4	31.8	25.6	—
Stetson U, IIA	42.8	31.8	26.4	18.1
U of Central Florida, IIA	41.6	33.4	28.5	19.9
U of Florida, I	50.8	38.7	32.9	23.0
U of Miami, I	48.8	36.0	29.0	24.3
U of North Florida, IIA	39.8	32.1	27.9	—
U of South Florida, I	44.5	32.7	28.3	23.4
U of West Florida, IIA	40.5	32.4	27.0	21.0

GEORGIA				
Agnes Scott C, IIB	38.5	31.1	25.2	—
Albany JC, III	31.8	28.4	26.3	—
Armstrong St C, IIA	40.0	31.9	26.6	20.1
Atlanta Christian C, IIB	24.5	—		
Atlanta JC, III	—	29.2	26.0	—
Augusta C, IIA	40.3	31.3	26.4	21.2
Berry C, IIB	38.1	29.9	24.5	—
Brunswick JC, III	—	32.6	25.6	22.5
Columbus C, IIA	36.9	31.6	26.3	21.7
Covenant C, IIB	31.1	26.6	21.4	
Emanuel County JC, III		29.4	26.6	—
Floyd JC, III	36.6	27.4	24.7	20.1
Georgia Inst of Tech, I	51.5	39.0	35.5	24.1
Georgia Southern C, IIA	39.5	32.9	25.5	20.7
Ga Southwestern C, IIA	38.4	32.6	27.5	22.7
Georgia St U, I	49.7	36.8	30.0	22.4
Kennesaw C, IIB	41.9	34.8	28.7	22.4
Macon JC, III	35.1	30.0	25.3	20.9
Mercer U, IIA	38.7	29.6	25.2	21.7
North Georgia C, IIA	37.5	30.0	28.4	21.7
Oglethorpe U, IIB	35.2	26.7	23.7	
Paine C, IIB	25.5	20.6	18.9	16.5
Southern Tech Inst, IIA	35.9	32.3	28.3	—
U of Georgia, I	50.7	35.3	28.8	20.8
Valdosta St C, IIA	38.9	32.2	27.7	21.1
Waycross JC, III	—	—	27.4	
Wesleyan C, IIB	29.3	25.0	22.2	—
West Georgia C, IIA	39.2	31.4	27.2	20.2

HAWAII				
Hawaii Loa C, IIB	—	22.4	20.3	—
U of Hawaii				
Hilo, IIB	38.9	31.8	25.6	—
Manoa, I	46.8	35.8	29.2	22.4
West Oahu, IIB	—	29.2		

IDAHO				
Boise St U, IIA	33.0	28.8	24.9	21.0
C of Idaho, IIB	29.0	27.3	18.4	—
C of Southern Idaho, III	26.4	23.0	21.4	18.9
Idaho St U, IIA	33.6	28.0	24.2	22.9
Lewis-Clark St C, IIB	29.3	25.1	23.0	
NW Nazarene C, IIB	27.5	22.4	20.5	17.9
U of Idaho, I	37.8	29.7	27.0	—

ILLINOIS				
Augustana C, IIB	40.4	32.6	26.0	22.7
Aurora U, IIB	29.4	27.3	24.5	—
Barat C, IIB	25.9	—	19.6	13.6
Blackburn U, IIB	25.6			
Bradley U, IIA	39.2	31.1	27.4	20.2
Chicago St U, IIA	33.9	28.3	24.5	21.5
Christ Seminary-Seminex, IIB	33.1	—		
City C's of Chicago, III	41.7	38.6	34.4	28.7
C of DuPage, III	41.3	35.9	29.6	23.6
Concordia C, IIA	29.8	26.0	21.3	—
DePaul U, IIA	45.2	35.8	29.7	22.7
Eastern Illinois U, IIA	35.5	29.8	24.9	20.2
Elmhurst C, IIB	37.4	30.8	25.1	21.5
Eureka C, IIB	—	24.8	21.7	—
Garrett-Evangelical Theol Sem, IIA	35.8	32.5	—	—
Greenville C, IIB	23.6	20.5	17.6	

ILLINOIS—Continued	Prof	Assoc Prof	Asst Prof	Inst
Ill Benedictine C, IIA	34.8	28.5	25.7	
Illinois Central C, III	35.6	30.2	26.8	23.6
Illinois C, IIB	34.3	29.4	21.4	—
Illinois Inst of Tech, I	48.4	36.6	30.7	18.3
Illinois St U, IIA	40.2	32.4	27.0	—
Illinois Wesleyan U, IIB	38.0	29.5	24.8	24.1
Judson C, IIB	28.4	26.5	20.9	—
Knox C, IIB	36.4	28.8	22.4	
Lake Forest C, IIB	42.1	34.5	26.1	24.3
Lewis and Clark CC, III	33.9	29.4	26.3	23.4
Lewis U, IIA	30.5	26.3	22.4	21.7
Loyola U of Chicago, I	47.7	37.0	29.6	29.3
Lutheran Sch of Theol Chicago, IIA	35.6	—	—	
MacCormac C, IIB	—	20.9	19.0	—
MacMurray C, IIB	27.3	22.8	20.2	—
McKendree C, IIB	31.8	27.2	24.9	23.4
Mennonite C of Nursing, IIB		—	—	21.7
Millikin U, IIB	38.1	29.0	24.7	19.5
Monmouth C, IIB	35.1	28.7	23.4	—
National C of Chiropractic, IIB	31.4	27.3	21.9	21.0
North Central C, IIB	37.1	30.4	25.6	—
North Park C, IIB	30.3	26.1	21.4	19.0
Northeastern Ill U, IIA	35.1	29.6	25.5	—
Northern Illinois U, I	43.3	33.9	27.5	17.5
Northwestern U, I	58.7	38.4	34.4	
Olivet Nazarene C, IIB	27.3	23.7	20.7	18.7
Parks C of Saint Louis U, IIB	39.7	30.4	23.3	25.1
Principia C, IIB	35.3	29.5	24.3	18.5
Quincy C, IIB	27.2	24.9	20.2	—
Richland CC, III	29.6	28.2	24.6	—
Rockford C, IIB	32.0	25.7	22.5	—
Roosevelt U, IIA	31.6	26.9	25.0	—
Rosary C, IIA	—	27.7	24.2	—
Saint Xavier C, IIB	33.8	28.6	23.2	21.6
Sangamon St U, IIA	38.6	33.3	28.2	—
Sauk Valley CC, III	31.5	28.3	23.7	21.3
Sch of Art Inst of Chicago, IIB	34.4	28.8	24.1	
Seabury-Western Theol Sem, IIA	22.7	—		—
Southern Illinois U Carbondale, I	43.3	33.3	28.2	23.4
Edwardsville, IIA	39.3	33.2	28.9	22.8
Trinity Christian C, IIB	31.3	—	25.7	—
Trinity C, IIB	—	23.4	21.0	—
Trinity Evangelical Divinity Sch, IIA	36.8	30.6	28.4	—
U of Chicago, I	59.4	39.0	34.0	24.5
U of Illinois Chicago, I	50.8	36.2	31.4	23.5
Urbana-Champaign, I	54.0	38.0	33.1	—

ILLINOIS—Continued	Prof	Assoc Prof	Asst Prof	Inst
U of Saint Mary of the Lake, IIB	10.4	—		8.7
Western Illinois U, IIA	36.4	31.9	27.8	17.7
Wheaton C, IIA	37.4	31.5	27.0	

INDIANA				
Ball St U, I	39.4	32.0	25.8	17.5
Butler U, IIA	36.5	30.7	24.5	23.5
Calumet C, IIB	22.3	—	16.1	—
DePauw U, IIB	41.0	32.5	25.3	
Earlham C, IIB	38.7	31.1	24.7	
Fort Wayne Bible C, IIB	—	20.8	18.3	
Franklin C of Indiana, IIB	26.5	24.2	21.5	—
Hanover C, IIB	39.7	29.0	24.0	21.8
Huntington C, IIB	29.3	24.5	20.0	17.2
Indiana St U, I	38.7	30.4	25.1	19.2
Indiana U				
Bloomington, I	48.7	34.5	29.2	—
East, III	—	28.4	22.8	
Indianapolis, IIA	44.6	33.1	28.0	—
Kokomo, IIB	34.5	30.3	25.4	
Northwest, IIA	42.1	32.2	26.0	—
Purdue U Ft Wayne, IIA	38.9	31.2	24.8	16.6
South Bend, IIA	37.7	32.0	24.2	—
Southeast, IIB	38.0	29.1	25.0	
Manchester C, IIB	30.8	26.3	22.3	—
Marion C, IIB	26.5	21.9	18.7	—
Oakland City C, IIB	20.2	18.8	18.0	16.3
Purdue U				
Main campus, I	52.0	36.4	30.6	20.7
Calumet, IIA	41.1	32.6	27.0	20.4
North Central, III	36.6	31.0	24.5	—
Rose-Hulman Inst of Tech, IIA	42.8	36.9	30.4	
Saint Joseph's C, IIB	27.6	24.4	22.5	—
Saint Mary's C, IIB	41.5	33.0	25.4	—
Saint Meinrad C, IIB	—	—	25.9	
Taylor U, IIB	28.6	24.8	21.6	—
Tri-State U, IIB	32.3	26.4	23.2	
U of Evansville, IIA	34.1	29.0	24.9	—
U of Indianapolis, IIA	34.8	28.3	23.9	—
U of Notre Dame, I	56.0	40.6	33.7	32.2
U of Southern Ind, IIA	38.9	31.1	26.2	21.0
Valparaiso U, IIA	38.4	30.5	25.9	19.7
Vincennes U, III	32.0	26.1	21.9	19.1
Wabash C, IIB	44.5	32.9	26.0	—

IOWA				
Briar Cliff C, IIB	29.2	25.9	22.3	19.5
Buena Vista C, IIB	37.2	29.7	25.0	—
Central U of Iowa, IIB	36.1	30.3	25.6	22.5
Clarke C, IIB	27.3	26.3	20.0	19.2
Coe C, IIB	35.0	28.9	21.5	—

Continued on Following Page

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$62,400	$55,900	$50,300	$46,700	$42,800
Associate professor	42,800	39,400	37,000	35,300	32,500
Assistant professor	35,700	32,900	30,600	29,300	27,800
Instructor	29,300	25,800	23,800	22,400	20,500

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$49,100	$44,300	$40,400	$37,800	$34,600
Associate professor	38,200	35,600	33,000	31,300	28,800
Assistant professor	31,300	29,500	27,500	26,100	24,700
Instructor	27,200	24,600	22,500	21,200	19,700

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$46,200	$38,500	$34,200	$30,500	$27,100
Associate professor	35,200	31,500	28,600	26,100	23,300
Assistant professor	28,400	25,900	24,100	22,400	20,300
Instructor	25,500	22,400	20,500	18,900	17,500

Category III: 2-Year Institutions with Academic Ranks

	1+	1	2	3	4
Professor	$41,800	$38,500	$35,300	$32,500	$30,100
Associate professor	36,000	32,800	30,600	28,700	25,800
Assistant professor	30,500	27,900	26,200	24,400	21,500
Instructor	27,400	23,800	22,300	20,800	18,700

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
All	$40,500	$35,000	$29,500	$26,300	$22,500

Note: Scales are based on actual distributions by average salary in 1986-87, according to data from 1,875 institutions. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $52,000 for the rank of professor in Category 1 institutions would be rated 2 because it falls between the 60th percentile ($50,300) and the 80th percentile ($55,900).

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

FACT-FILE—Continued

IOWA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Cornell C, IIB	35.7	28.4	24.0	—
Dordt C, IIB	29.5	26.3	23.0	22.0
Graceland C, IIB	24.7	21.4	19.5	—
Grinnell C, IIB	45.8	33.1	25.6	24.7
Iowa St U, I	43.9	33.3	27.9	19.6
Iowa Wesleyan C, IIB	20.3	17.3	15.3	14.9
Loras C, IIA	31.4	25.9	22.5	18.5
Luther C, IIB	34.4	28.8	23.2	20.5
Morningside C, IIB	27.8	23.4	20.7	18.9
Mount Mercy C, IIB	26.4	23.2	22.7	17.9
Northwestern C, IIB	29.2	25.0	22.4	—
Palmer C of Chiropractic, IIB	35.7	29.1	23.4	19.4
Saint Ambrose C, IIB	31.6	29.2	25.6	21.6
Simpson C, IIB	34.8	28.0	25.4	22.6
U of Iowa, I	46.3	35.3	29.4	29.0
U of Northern Iowa, IIA	37.4	30.7	26.2	21.5
Upper Iowa U, IIB	—	22.8	18.7	17.0
Waldorf C, III	26.4	23.4	20.4	—
Wartburg C, IIB	32.5	27.3	22.6	17.1
Westmar C, IIB	—	—	18.8	18.9

KANSAS

Baker U, IIB	26.5	22.2	19.6	
Benedictine C, IIB	27.1	23.6	20.0	17.1
Bethany C, IIB	29.2	25.1	21.3	—
Bethel C, IIB	25.2	23.4	20.4	—
Emporia St U, IIA	34.2	29.2	25.9	—
Fort Hays St U, IIA	33.5	27.8	24.3	20.4
Friends U, IIB	24.6	21.3	20.0	—
Kansas St U, I	40.3	30.6	27.1	21.2
Kansas Tech Inst, III	30.4	28.9	25.8	—
Kansas Wesleyan U, IIB	22.0	18.1	16.6	—
Marymount C of Kan, IIB	—	20.2	18.5	—
Ottawa U, IIB	25.1	22.8	19.5	—
Pittsburg St U, IIA	33.7	30.2	25.0	20.2
Saint Mary C, IIB	25.9	23.3	18.6	16.2
Tabor C, IIB	26.0	21.9	19.3	—
U of Kansas, I	42.8	31.5	28.6	19.1
Wichita St U, IIA	41.3	31.5	26.1	19.9

KENTUCKY

Asbury C, IIB	26.8	22.5	19.0	16.5
Asbury Theol Sem, IIA	31.0	27.8	—	—
Bellarmine C, IIB	36.1	28.9	23.9	—
Berea C, IIB	35.0	28.4	23.6	19.0
Centre C of Ky, IIB	36.4	28.9	24.3	—
Eastern Kentucky U, IIA	34.1	29.3	25.3	20.0
Georgetown C, IIB	29.5	25.5	21.5	17.6
Ky Christian C, IIB	23.6	—	—	—
Kentucky St U, IIA	32.2	27.8	24.4	21.3
Lees C, III	20.6	—	18.0	
Morehead St U, IIA	34.8	28.5	25.1	20.0
Murray St U, IIA	35.0	30.1	25.7	21.3
Northern Kentucky U, IIA	37.0	30.8	23.9	22.4
Pikeville C, IIB	—	22.5	20.4	17.0
Spalding U, IIB	27.8	22.5	22.3	18.4
Thomas More C, IIB	26.6	23.1	19.9	—
Transylvania U, IIB	32.7	27.8	25.9	—
U of Kentucky, I	45.4	33.7	28.7	28.9
U of Kentucky CC, III	30.5	25.1	20.9	19.8
U of Louisville, IIA	43.3	32.5	26.9	21.3
Western Kentucky U, IIA	35.3	29.3	25.6	20.1

LOUISIANA

Centenary C of La, IIB	33.5	29.0	23.8	19.0
Grambling St U, IIA	30.7	29.3	25.2	20.0
Louisiana C, IIB	28.5	24.7	23.2	—
Louisiana St U A&M C, I	44.9	34.0	29.0	20.3
Alexandria, III	30.8	26.1	22.0	18.9
Eunice, III	—	27.1	24.2	20.9
Shreveport, IIA	34.5	30.9	26.0	22.5
Louisiana Tech U, IIA	35.1	29.1	25.7	21.7
Loyola U, IIA	43.4	35.5	29.1	22.6
McNeese St U, IIA	33.2	30.1	25.7	22.0
Nicholls St U, IIA	33.1	28.8	24.9	21.0
Northeast La U, IIA	36.7	30.8	26.0	19.6
Our Lady of Holy Cross C, IIB	—	21.9	19.9	23.5
Southeastern La U, IIA	33.2	30.0	25.4	20.1
Southern U A&M C, IIA	33.1	28.2	23.9	19.4
Tulane U, I	48.3	36.2	29.7	20.4
U of New Orleans, IIA	38.9	30.8	25.2	19.2
U of SW Louisiana, IIA	38.2	31.3	27.0	21.7
Xavier U of La, IIB	26.0	23.1	20.3	18.2

MAINE

Bates C, IIB	46.5	35.4	25.4	25.5
Bowdoin C, IIB	50.0	35.9	27.8	—
Colby C, IIB	49.7	35.6	26.8	25.6
Husson C, IIB	30.8	27.7	25.4	—
Saint Joseph's C, IIB	—	—	19.0	—
U of Maine Augusta, III	31.6	24.3	20.0	—
Farmington, IIB	34.6	27.4	22.7	20.0
Fort Kent, IIB	—	27.1	23.0	—
Machias, IIB	31.4	28.9	20.8	
Orono, IIA	40.0	30.6	25.2	13.6
Presque Isle, IIB	34.3	28.0	21.8	
U of Southern Maine, IIA	39.2	31.4	25.0	18.5

MARYLAND

Allegany CC, III	31.8	25.9	22.0	20.4
Anne Arundel CC, III	41.1	35.0	28.2	24.6
Bowie St C, IIB	41.6	35.3	28.3	20.6
Capitol Inst of Tech, IIB	—	28.4	21.8	
Catonsville CC, III	42.5	35.4	29.7	23.4
Cecil CC, III	33.4	—	25.5	19.1
Charles County CC, III	35.9	32.7	24.7	—
Chesapeake C, III	—	28.2	23.0	—
C of Notre Dame of Maryland, IIB	31.1	26.0	24.2	—
Columbia Union C, IIB	23.7	22.8	21.1	18.3
CC of Baltimore, III	35.2	29.2	25.6	21.4
Coppin St C, IIB	40.9	32.4	27.2	23.0
Dundalk CC, III	36.5	29.4	30.3	—
Essex CC, III	43.4	33.9	28.9	22.2
Frederick CC, III	39.4	29.5	23.7	—
Frostburg St C, IIA	39.1	31.5	27.5	23.7
Garrett CC, III	—	—	20.9	—
Goucher C, IIB	37.0	28.0	23.6	19.8
Hagerstown JC, III	32.5	28.9	22.5	—
Harford CC, III	39.0	34.9	31.1	22.1
Hood C, IIA	38.2	30.4	25.1	20.6
Howard CC, III	39.2	33.6	26.5	20.6
Johns Hopkins U, I	59.8	40.5	33.5	26.8
Peabody Inst, IIB	30.2			
Loyola C, IIA	42.5	36.1	28.9	—
Montgomery C, III	39.7	31.2	26.9	23.3
Morgan St U, IIA	45.6	35.9	30.7	24.6
Mount Saint Mary's C, IIB	37.2	29.5	23.1	—
Prince George's CC, III	38.9	33.6	26.5	—

MARYLAND—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Saint Mary's C of Md, IIB	41.4	32.6	25.0	22.1
Salisbury St C, IIA	39.8	31.5	25.8	21.5
Towson St U, IIA	41.9	35.4	28.3	22.2
U of Baltimore, IIA	47.4	39.4	31.4	—
U of Maryland Baltimore City, I	55.3	43.9	32.6	24.2
Baltimore County, IIA	51.5	36.6	30.6	22.2
College Park, I	52.8	38.0	31.2	23.2
Eastern Shore, IIA	—	35.4	33.2	27.7
Washington Bible C, IIB	—	20.9	—	
Washington C, IIB	36.0	30.3	23.2	
Western Maryland C, IIA	36.9	30.6	26.6	—
Wor-Wic Tech CC, III	—	30.0	26.2	22.6

MASSACHUSETTS

Amherst C, IIB	52.2	37.3	29.8	
Andover Newton Theol Sch, IIA	32.5	—	—	
Anna Maria C, IIB	—	27.9	23.9	—
Assumption C, IIB	38.0	31.2	26.6	—
Babson C, IIB	57.1	44.5	36.6	—
Berklee C of Music, IIB	33.6	27.8	22.9	18.7
Boston C, I	51.9	38.6	31.5	27.6
Brandeis U, I	52.4	37.8	29.5	—
Bridgewater St C, IIA	39.0	34.6	30.2	23.7
Bristol CC, III	35.0	29.6	26.3	22.3
Bunker Hill CC, III	34.1	29.6	25.8	21.9
Cape Cod CC, III	35.9	30.2	27.5	24.7
Chamberlayne JC, III	—	—	21.5	—
Clark U, IIA	48.5	36.2	29.3	—
C of Our Lady of the Elms, IIB	—	25.7	23.4	—
C of the Holy Cross, IIB	46.2	34.8	27.1	22.8
Dean JC, III	30.9	30.1	21.5	18.2
Emerson C, IIA	48.6	38.0	30.0	—
Emmanuel C, IIB	34.5	28.2	24.2	20.3
Episcopal Divinity Sch, IIB	22.5		—	
Fitchburg St C, IIB	38.5	33.7	29.1	24.2
Gordon C, IIB	32.4	27.7	23.1	—
Gordon-Conwell Theol Sem, IIA	35.9	31.3	24.0	
Hampshire C, IIB	40.5	32.2	26.5	
Harvard U, I	69.7	36.9	34.0	19.8
Mass Inst of Tech, I	62.4	43.9	35.7	25.9
Merrimack C, IIB	39.0	32.6	26.1	
Mount Holyoke C, IIB	45.9	34.0	26.7	21.6
North Shore CC, III	36.6	29.5	25.2	21.7
Northeastern U, I	49.5	37.9	31.8	22.2
Regis C, IIB	35.3	29.4	25.2	—
Roxbury CC, III	34.8	30.6	24.8	20.4
Simmons C, IIA	46.7	36.0	29.8	26.4
Smith C, IIA	50.6	36.6	28.6	21.3
Southeastern Mass U, IIA	42.0	34.6	30.4	—
Springfield C, IIA	36.8	29.2	23.3	17.3
Springfield Tech CC, III	35.6	30.5	27.0	23.5
Stonehill C, IIB	35.8	29.4	25.2	
Suffolk U, IIA	48.4	38.5	29.7	25.8
Tufts U, I	51.2	38.1	32.1	
U of Massachusetts Amherst, I	52.6	41.3	32.4	29.3
Boston, IIA	51.0	42.0	34.5	—
Wellesley C, IIB	54.9	37.8	31.7	25.9
W New England C, IIA	45.9	35.1	30.0	23.7
Wheaton C, IIB	44.4	33.6	26.4	—
Wheelock C, IIB	37.2	28.8	22.8	22.0
Williams C, IIB	52.2	36.3	29.3	
Worcester Poly Inst, IIA	48.7	38.6	34.3	

MICHIGAN

Adrian C, IIB	31.4	24.8	20.8	—
Albion C, IIB	39.8	31.8	25.5	20.2
Alma C, IIB	36.5	29.9	24.0	—
Aquinas C, IIB	32.4	29.6	22.8	—
Calvin C, IIB	34.8	30.2	25.8	21.8
Central Michigan U, IIA	41.4	34.8	28.9	22.8
Concordia C, IIB	28.4	24.7	21.7	—
Eastern Michigan U, IIA	39.1	33.9	28.5	25.1
Ferris St C, IIB	37.1	31.8	28.2	25.0
Grand Rapids Baptist C, IIB	25.8	22.8	19.1	
Grand Valley St C, IIA	39.4	33.2	25.9	—
Hope C, IIB	35.2	30.9	24.1	20.9
Jordan C, IIB	—		18.8	15.1
Kalamazoo C, IIB	38.1	28.9	25.7	—
Lake Superior St C, IIB	35.3	31.2	26.7	22.5
Madonna C, IIB	34.3	27.1	23.1	21.4
Marygrove C, IIA	28.0	23.4	18.9	16.5
Mercy C of Detroit, IIB	31.5	25.4	21.0	18.6
Michigan St U, I	46.1	34.8	29.7	22.8
Michigan Tech U, IIA	49.2	36.4	30.5	22.8
Nazareth C, IIB	—	26.3	21.6	19.7
Northern Michigan U, IIA	39.5	33.0	25.2	21.4
Northwestern Mich C, III	36.8	30.3	26.1	21.9
Oakland U, IIA	43.9	34.4	29.7	27.2
Olivet C, IIB	27.6	23.6	18.4	—
Siena Heights C, IIB		24.7	23.4	—
Spring Arbor C, IIB	25.8	23.2	20.4	—
U of Detroit, I	37.4	33.2	27.2	19.6
U of Michigan Ann Arbor, I	55.9	41.8	34.7	23.6
Dearborn, IIA	40.7	30.9	27.9	
Flint, IIA	41.5	34.1	27.2	—
Wayne St U, I	40.2	36.7	31.3	25.1
Western Michigan U, I	41.1	33.4	28.0	20.7

MINNESOTA

Augsburg C, IIB	29.1	24.4	21.5	17.7
Bemidji St U, IIA	39.7	31.5	24.6	18.9
Bethel C, IIB	32.2	26.8	22.9	20.6
Carleton C, IIB	45.7	36.6	27.7	23.6
C of Saint Benedict, IIB	36.1	28.7	24.4	20.9
C of Saint Catherine, IIB	35.1	29.3	24.5	21.1
C of Saint Scholastica, IIB	—	27.1	24.1	22.5
C of Saint Thomas, IIA	42.9	34.2	28.3	22.5
Concordia C Moorhead, IIB	36.6	30.3	24.3	18.9
Gustavus Adolphus C, IIB	37.7	31.0	25.2	21.4
Hamline U, IIB	32.3	25.6	22.6	
Macalester C, IIB	44.6	32.6	25.9	22.7
Metropolitan St U, IIB	40.5	34.7	28.1	
Minneapolis C of Art & Design, IIB	32.2	26.8	21.9	17.2
Minnesota Bible C, IIB	29.6			
Moorhead St U, IIA	42.1	33.8	27.3	20.7
Northwestern C, IIB	30.7	25.4	22.7	—
Saint Cloud St U, IIA	42.2	32.5	27.6	19.7
Saint John's U, IIB	40.1	33.4	26.7	21.8
Saint Mary's C, IIA	34.8	27.5	23.2	—
Saint Olaf C, IIB	40.7	32.2	25.3	22.2
Saint Paul Bible C, IIB	—	25.0	21.9	18.7
Southwest St U, IIB	42.6	33.9	27.7	—

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Minnesota Duluth, IIA	44.4	34.9	28.3	23.5
Morris, IIB	42.3	32.1	26.6	22.8
Twin Cities, I	50.2	36.4	31.3	24.8
Tech C Crookston, III	—	32.6	28.4	23.3
Tech C Waseca, III	—	30.9	27.9	—

MISSISSIPPI

Alcorn St U, IIB	29.6	25.2	20.5	16.2
Delta St U, IIA	32.5	27.5	23.1	19.2
Millsaps C, IIB	35.2	28.5	24.2	—
Mississippi St U, I	39.5	31.2	26.3	19.8
Miss U for Women, IIA	30.5	24.3	23.0	19.8
Miss Valley St U, IIB	28.4	24.9	21.2	17.3
Reformed Theol Sem, IIB	34.1	—	—	
U of Mississippi, I	38.6	30.6	25.0	18.7
U of Southern Miss, I	40.4	31.6	26.7	19.9

MISSOURI

Avila C, IIB	29.1	26.7	21.0	21.2
Central Bible C, IIB	—	23.6	19.6	16.0
Central Methodist C, IIB	27.2	25.1	22.4	18.5
Central Missouri State U, IIA	36.4	31.5	26.4	20.4
Columbia C, IIB	23.5	22.9	19.6	17.6
Concordia Sem, IIA	29.2	26.1	21.5	
Culver-Stockton C, IIB	32.0	23.8	20.1	—
Drury C, IIB	33.3	30.9	22.9	19.8
Evangel C, IIB	27.7	25.5	20.8	16.0
Fontbonne C, IIB	19.0	18.3	14.8	—
Hannibal-LaGrange C, III	—	—	20.0	17.6
Harris-Stowe St C, IIB	31.3	25.3	26.0	—
Kansas City Art Inst, IIB	31.7	25.6	—	
Lincoln U, IIA	30.9	26.9	22.8	19.5
Lindenwood C, IIA	28.7	23.7	21.1	—
Maryville C, IIB	30.2	24.1	19.0	—
Missouri Baptist C, IIB	—	—	16.2	—
Mo Southern St C, IIB	37.8	32.0	27.1	22.9
Mo Western St C, IIB	35.6	31.3	26.1	21.0
Northeast Mo St U, IIA	39.1	32.8	27.3	22.9
Northwest Mo St U, IIA	38.3	32.4	25.8	22.0
Park C, IIB	25.7	20.2	16.5	
Rockhurst C, IIB	36.4	28.8	25.3	21.8
St Louis CC Florissant Valley, III	39.5	32.7	26.4	—
Forest Park, III	36.7	33.1	26.0	22.4
Meramec, III	37.9	32.4	25.8	22.2
Saint Louis U, I	45.1	32.7	27.4	23.3
Sch of the Ozarks, IIB	28.7	24.0	21.3	
Southeast Mo St U, IIA	37.8	32.1	27.3	23.0
Southwest Baptist U, IIB	28.2	21.2	20.3	20.1
Southwest Mo St U, IIA	39.7	33.5	28.0	21.4
Tarkio C, IIB	—	22.1	21.0	17.5
U of Missouri Columbia, I	41.6	32.0	28.6	20.9
Kansas City, I	40.9	32.2	27.6	18.8
Rolla, IIA	44.3	35.2	31.3	—
St Louis, IIA	42.1	32.6	27.5	29.6
Washington U, I	51.2	37.1	29.7	21.2
Westminster C, IIB	32.9	27.0	23.1	—
William Jewell C, IIB	31.3	26.5	22.5	19.8

MONTANA

Carroll C, IIB	30.9	25.9	21.6	
C of Great Falls, IIB	24.8	20.9	19.4	—
Eastern Montana C, IIA	31.3	27.4	23.3	20.0
Montana C of Mineral Science & Tech, IIB	39.3	31.3	25.8	21.4
Montana St U, IIA	38.5	30.9	26.1	20.4
Northern Montana C, IIA	31.5	27.7	24.9	20.3
Rocky Mountain C, IIB	28.8	23.9	20.0	—
U of Montana, I	33.7	27.5	24.3	20.2
Western Montana C, IIA	32.6	26.1	21.8	

NEBRASKA

Bellevue C, IIB	—	23.1	20.4	
Chadron St C, IIA	34.6	27.1	22.8	18.9
C of Saint Mary, IIB	—	24.2	22.5	20.2
Concordia Teachers C, IIA	24.5	22.3	17.6	—
Creighton U, IIA	44.3	33.1	26.2	20.8
Dana C, IIB	23.9	21.2	19.6	—
Doane C, IIB	29.9	25.5	21.5	—
Hastings C, IIB	29.7	25.7	22.2	17.9
Kearney St C, IIA	34.6	28.5	23.6	19.0
Midland Lutheran C, IIB	27.5	24.1	22.5	20.1
Neb Wesleyan U, IIB	33.0	27.3	24.1	—
Peru St C, IIB	32.3	25.7	23.2	19.7
Union C, IIB	22.2	22.9	21.7	22.0
U of Nebraska Lincoln, I	40.1	30.3	26.6	17.9
Omaha, IIA	34.4	27.6	24.1	22.6
Wayne St C, IIA	34.9	28.0	23.4	19.6
York C, III	—	23.5	—	—

NEVADA

U of Nevada Reno, I	44.6	35.7	29.5	—
Las Vegas, IIA	45.0	36.7	30.9	27.3

NEW HAMPSHIRE

Colby-Sawyer C, IIB	27.7	22.0	20.3	—
Dartmouth C, IIA	52.7	37.5	30.5	22.5
Franklin Pierce C, IIB	30.8	27.7	22.1	—
Franklin Pierce Law Center, IIB	51.3		—	
NH Voc Tech C Claremont, III	25.6	20.9	19.0	—
Laconia, III	26.5	22.0	—	
Manchester, III	25.4	21.6	—	
Stratham, III	24.7	21.0	—	
Plymouth St C, IIA	36.7	29.6	25.4	—
U of New Hampshire, I	43.4	33.3	27.8	—

NEW JERSEY

Atlantic CC, III	38.8	34.0	28.3	—
Caldwell C, III	28.5	23.9	16.8	—
Centenary C, IIB	—	22.8	19.7	—
C of Saint Elizabeth, IIB	30.4	26.5	21.5	18.5
County C of Morris, III	42.0	35.1	28.4	24.6
Cumberland County C, III	—	34.4	32.5	27.4
Drew U, I	43.7	32.9	26.2	22.8
Fairleigh Dickinson U, IIA	42.2	34.4	28.9	22.9
Felician C, IIB	23.9	20.8	19.7	17.7
Georgian Court C, IIB	30.7	31.2	25.9	20.7
Hudson County CC, III	—	26.2	22.3	18.0
Kean C of NJ, IIA	47.5	35.4	29.6	22.2
Monmouth C, IIA	41.9	34.8	28.3	—

NEW JERSEY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Montclair St C, IIA	47.8	38.7	31.3	24.5
Princeton Theol Sem, I	52.5	45.7	33.1	—
Princeton U, I	63.4	40.1	31.0	26.2
Rider C, IIA	45.8	37.9	31.7	—
Rutgers U Camden, IIB	63.5	42.9	32.6	26.7
New Brunswick, I	59.4	42.2	32.6	24.0
Newark, IIA	62.3	44.6	35.8	26.1
Saint Peter's C, IIB	34.2	28.1	23.3	21.6
Union County C, III	43.7	32.6	27.0	22.0
Upsala C, IIB	33.2	27.5	21.9	18.8
Westminster Choir C, IIA	36.5	27.8	19.9	16.4
William Paterson C, IIA	48.1	38.5	30.8	23.5

NEW MEXICO

C of Santa Fe, IIB	23.0	22.5	19.1	
Eastern NM U, IIA	36.4	30.7	25.7	21.8
Roswell, III			—	24.4
NM Highlands U, IIA	32.9	26.9	23.4	—
New Mexico Inst of Mining & Tech, I	38.6	28.6	28.2	—
NM Military Inst, III	—	29.0	24.6	23.7
New Mexico St U Main campus, I	40.1	31.6	26.3	19.7
Alamogordo, III	—	29.7	23.1	22.6
Carlsbad, III	—	—	25.7	—
Dona Ana, III			20.4	19.8
Grants, III		—	—	19.2
San Juan C, III	—	—	27.7	25.7
U of New Mexico, I	41.7	30.7	26.3	20.3
Western NM U, IIA	34.2	29.3	23.4	—

NEW YORK

Albany C of Pharmacy, IIB	40.5	32.2	—	—
Alfred U, IIA	39.7	32.7	27.9	—
Bard C, IIB	39.3	32.1	24.7	
Barnard C, IIB	51.9	35.0	28.9	21.6
Canisius C, IIB	37.9	32.0	26.8	—
Cazenovia C, III	28.1	—	20.4	16.3
Clarkson U, IIA	54.9	40.9	34.8	32.8
Colgate U, IIB	50.9	38.6	29.5	24.5
C of Aeronautics, III	27.1	27.3	24.4	19.9
C of Mt St Vincent, IIB	34.1	26.9	23.7	—
C of New Rochelle, IIA	39.8	32.7	26.5	22.3
Columbia U, I	61.5	43.7	33.3	—
Teachers C, I	50.5	38.0	28.7	20.5
Concordia C, IIB	27.9	23.3	19.2	—
Cornell U Endowed C's, I	58.6	40.7	32.4	—
D'Youville C, IIB	31.0	23.5	19.8	18.0
Dominican C of Blauvelt, IIB	—	29.2	25.1	21.3
Elmira C, IIA	34.1	24.9	22.6	19.3
Fordham U, I	52.6	39.4	29.9	26.8
Hamilton C, IIB	46.8	35.1	27.2	—
Hartwick C, IIB	37.4	32.1	24.3	—
Hilbert C, III	—	—	19.2	18.5
Hobart-William Smith C's, IIB	43.3	33.5	26.3	22.0
Hofstra U, I	49.1	38.2	31.6	26.8
Houghton C, IIB	28.3	24.4	21.3	—
Iona C, IIA	45.0	37.0	29.8	26.0
Ithaca C, IIB	41.4	33.1	25.9	19.1
JC of Albany, III	28.0	24.1	18.8	17.9
Le Moyne C, IIB	39.7	32.4	25.8	24.1
Long Island U, IIA	42.5	33.9	27.6	22.6
Manhattan C, IIA	44.7	37.6	29.8	22.0
Manhattanville C, IIA	39.2	35.1	25.7	—
Marist C, IIB	42.2	33.5	26.3	20.0
Marymount C, IIB	36.0	29.7	23.8	—
Marymount Manhattan C, IIB	—	29.1	24.9	—
Molloy C, IIB	32.9	25.1	21.8	16.5
Mount Saint Mary C, IIB	34.8	28.9	23.6	19.5
Nazareth C of Rochester, IIB	37.4	31.0	24.9	—
NY Inst of Tech, IIA	43.3	36.1	28.2	24.8
New York U, I	59.1	40.4	34.5	25.2
Niagara U, IIA	35.6	29.7	25.1	—
Pace U, IIA	49.0	38.2	31.5	28.1
Pratt Inst, IIA	39.4	32.8	27.1	
Rensselaer Poly Inst, I	55.8	40.3	34.6	
Rockefeller U, I	74.4	42.8	28.9	25.3
Russell Sage C, IIA	37.9	28.8	24.7	19.9
Saint Bonaventure U, IIA	36.0	30.2	26.7	24.2
Saint Francis C, IIB	42.1	33.6	24.6	23.6
Saint Lawrence U, IIB	47.2	34.4	27.4	—
Saint Thomas Aquinas C, IIB	35.1	29.6	24.5	—
Siena C, IIB	37.4	28.4	23.9	
Skidmore C, IIB	45.8	33.5	27.1	21.2
St U of New York Albany, I	57.1	41.6	31.5	
Binghamton, I	55.4	39.7	30.0	
Buffalo, I	57.5	41.5	33.1	—
Stony Brook, I	58.1	40.6	30.8	—
Empire St C, IIB	41.2	35.2	27.7	25.9
C at Brockport, IIA	46.4	37.8	31.5	22.1
C at Buffalo, IIA	43.5	34.0	26.9	24.4
C at Cortland, IIA	43.2	33.3	26.9	21.5
C at Fredonia, IIA	44.9	34.9	28.2	21.8
C at Geneseo, IIA	45.0	35.2	25.7	23.1
C at New Paltz, IIA	43.8	36.5	29.5	—
C at Old Westbury, IIB	47.6	37.4	28.2	—
C at Oneonta, IIA	43.5	34.8	28.2	—
C at Oswego, IIA	43.5	33.6	26.3	24.4
C at Plattsburgh, IIA	43.3	35.9	28.1	22.4
C at Potsdam, IIA	42.8	32.8	28.2	20.5
C at Purchase, IIB	43.2	33.6	26.2	
St C of Optometry, IIA	51.7	42.4	31.4	—
A&T C Alfred, III	40.1	35.0	27.8	22.2
Canton, III	38.3	30.9	26.7	23.9
Cobleskill, III	39

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Ohio St U				
Marion, IIB	—	35.0	25.9	—
Newark, IIB	—	33.8	31.2	—
Ohio U				
Athens, I	46.0	36.0	29.7	23.7
Belmont, III		—	30.5	
Chillicothe, III		30.7	27.2	—
Lancaster, III		33.4	25.8	
Zanesville, III	—	32.6	26.7	—
Ohio Wesleyan U, IIB	34.0	26.3	23.0	
Otterbein C, IIB	32.7	25.9	22.5	16.5
Rio Grande C, IIB	24.5	26.8	24.1	17.5
Trinity Lutheran Seminary, IIA	29.6	28.0	—	—
United Theol Sem, IIB	27.7	26.3		
U of Akron				
Main campus, I	46.8	36.0	30.7	25.6
Wayne General & Tech C, III	—	27.6	22.8	—
U of Cincinnati				
Main campus, I	50.7	38.1	29.5	22.4
Claremont General & Tech C, III	—	34.5	27.2	—
Raymond Walters General & Tech C, III	40.3	33.8	26.2	19.3
U of Dayton, IIA	39.8	34.0	26.8	17.3
U of Toledo, I	47.0	36.8	30.1	23.4
Ursuline C, IIB	—	—	21.7	19.8
Walsh C, IIB	29.7	25.1	22.5	—
Wilberforce U, IIB	—	20.5	16.8	14.3
Wilmington C, IIB	30.1	26.2	21.5	—
Wittenberg U, IIB	40.8	32.0	24.8	20.9
Wright St U				
Main campus, IIA	49.0	37.0	30.7	22.5
Lake, III	—	—	28.0	—
Xavier U, IIA	38.4	31.4	27.2	21.7
Youngstown St U, IIA	43.9	36.3	27.5	23.0

OKLAHOMA

Bacone C, III		—	17.1	15.1
Cameron U, IIB	33.9	29.9	25.6	18.6
Central St U, IIA	37.9	34.6	31.7	26.8
East Central U, IIB	35.8	32.9	28.5	22.8
Langston U, IIB	33.2	26.1	24.8	24.3
Oklahoma Baptist U, IIB	29.5	24.9	21.9	19.3
Okla Christian C, IIB	32.6	29.0	23.1	19.6
Oklahoma St U, I	40.0	31.8	27.7	22.2
Phillips U, IIB	27.3	23.5	20.4	—
SE Oklahoma St U, IIA	33.5	30.7	26.6	22.5
U of Oklahoma, I	41.4	31.4	27.0	17.5
U of Tulsa, IIA	47.8	34.7	27.7	19.8

OREGON

Eastern Oregon St C, IIB	34.1	27.7	23.6	—
George Fox C, IIB	25.5	21.7	17.9	—
Lewis and Clark C, IIA	44.5	30.8	22.6	—
Linfield C, IIB	30.2	26.1	21.6	—
Oregon Inst of Tech, IIB	36.8	31.6	27.1	23.1
Oregon St U, I	41.6	33.5	28.0	20.2
Portland St U, IIA	38.0	30.5	27.8	22.2
Reed C, IIA	41.1	31.5	25.9	
Southern Ore St C, IIA	35.1	28.2	23.0	—
U of Oregon, I	41.1	32.0	26.7	20.5
U of Portland, IIA	36.9	29.6	25.1	
Warner Pacific C, IIB	—	23.5	21.1	
Western Baptist C, IIB	20.3	—	—	—
Western Ore St C, IIA	32.5	28.1	23.7	—
W St Chiropractic C, IIA	—	—	22.2	
Willamette U, IIA	39.4	29.6	25.5	—

PENNSYLVANIA

Academy of the New Church, IIB	—	—	33.0	26.8
Albright C, IIB	39.0	31.2	26.8	24.8
Allegheny C, IIA	41.1	31.7	25.3	21.1
Allentown C of Saint Francis, IIB	34.7	30.0	24.5	18.9
Alvernia C, IIB	—	20.5	18.4	16.1
Beaver C, IIB	37.3	27.3	23.5	16.3
Bryn Mawr C, I	44.1	35.4	26.6	—
Bucknell U, IIA	47.6	36.7	28.9	—
Carlow C, IIB	34.2	24.9	19.6	17.2
Carnegie Mellon U, I	60.1	40.8	36.1	35.7
CC of Allegheny County				
Allegheny, III	33.9	31.0	27.7	—
Boyce, III	35.3	30.7	27.3	—
North, III	28.4	26.1	22.8	—
South, III	34.1	29.5	23.1	—
Cedar Crest C, IIB	30.2	24.5	21.1	—
Chatham C, IIB	35.1	29.1	23.0	20.4
Chestnut Hill C, IIB	—	25.8	18.4	—
Clarion U, IIA	41.2	33.4	27.1	21.0
C Misericordia, IIB	—	26.0	21.7	—
Dickinson C, IIB	42.4	32.6	25.7	22.7
Drexel U, I	50.6	36.1	31.9	25.4
Duquesne U, IIA	37.2	28.9	24.7	19.0
Eastern Baptist Theol Sem, IIB	29.6	—	—	
Eastern C, IIB	31.1	27.2	23.7	22.2
Edinboro U, IIA	40.7	33.7	27.4	—
Franklin and Marshall C, IIB	48.1	36.4	25.3	23.7
Gannon U, IIA	35.8	31.9	27.6	21.8
Geneva C, IIB	28.6	25.2	21.1	—
Gettysburg C, IIB	46.0	34.7	26.0	27.8
Harrisburg Area CC, III	36.0	30.1	23.2	20.8
Haverford C, IIB	49.0	36.9	29.1	—
Immaculata C, IIB	33.1	29.8	—	—
Indiana U, IIA	41.1	33.4	26.4	19.4
Juniata C, IIB	36.8	28.4	24.4	—
Keystone JC, III	27.9	22.9	19.7	17.0
King's C, IIB	34.6	30.0	25.1	—
La Salle U, IIB	42.1	34.4	27.8	23.0
Lackawanna JC, III	—	—	16.9	13.4
Lafayette C, IIB	51.3	37.8	28.4	26.8
Lancaster Bible C, IIB	—	—	17.5	—
Lebanon Valley C, IIB	29.0	27.6	22.4	—
Lehigh U, I	50.8	37.3	30.8	33.1
Lock Haven U, IIB	42.1	34.5	25.6	21.8
Lutheran Theol Sem, IIA	25.5	—	—	—
Lycoming C, IIB	35.4	29.1	23.8	22.0
Marywood C, IIA	31.7	27.7	23.3	19.9
Mercyhurst C, IIB	31.2	26.5	22.0	20.3
Millersville U, IIA	40.7	33.3	26.6	21.7
Montgomery Co CC, III	37.9	32.6	27.0	--
Moravian C, IIB	36.7	29.1	24.5	—
Muhlenberg C, IIB	40.8	31.7	25.5	—
Neumann C, IIB	—	23.5	21.9	20.5
Northampton County Area CC, III	31.8	29.5	25.5	—
Peirce JC, III	29.5	25.9	22.0	18.6
Pennsylvania St U				
Main campus, I	50.4	36.8	30.5	19.6
IIA campuses	42.9	36.9	30.1	25.5
III campuses	40.6	31.8	26.1	21.4

Regional Differences in This Year's Average Faculty Salaries

	West		North Central		Northeast		South			
	Pacific	Mountain	West North Central	East North Central	Middle Atlantic	New England	West South Central	East South Central	South Atlantic	All
Doctoral institutions										
Professor	$56,610	$44,020	$44,380	$49,580	$55,680	$55,700	$46,120	$44,500	$50,540	$50,500
Associate professor	38,030	33,650	33,030	36,500	39,400	38,210	33,770	33,340	36,740	36,210
Assistant professor	32,990	28,630	28,420	30,580	31,880	31,750	28,790	27,950	30,670	30,360
Instructor	22,090	22,610	20,830	21,860	23,570	25,420	21,110	20,620	23,220	22,130
Lecturer	31,820	24,060	19,900	23,790	25,730	29,370	22,160	20,750	24,800	26,090
All ranks	45,520	36,490	36,340	39,580	43,390	43,950	35,810	35,160	39,080	39,800
Comprehensive institutions										
Professor	$47,380	$37,810	$38,190	$39,730	$43,290	$44,420	$37,410	$37,410	$41,150	$42,160
Associate professor	36,130	31,360	31,190	32,790	34,540	34,030	31,150	30,810	33,530	33,200
Assistant professor	29,440	26,390	26,190	27,480	28,220	27,920	26,810	26,850	28,230	27,310
Instructor	25,040	22,130	21,050	22,030	22,500	21,980	21,040	21,070	21,870	21,220
Lecturer	25,600	24,960	19,440	22,120	25,340	28,320	19,340	18,500	23,610	22,790
All ranks	41,050	31,160	30,610	32,690	34,960	35,410	30,030	30,260	32,890	33,750
Baccalaureate institutions										
Professor	$40,020	$35,000	$33,890	$34,770	$40,140	$43,790	$32,830	$31,820	$34,150	$36,170
Associate professor	30,590	28,210	27,600	28,700	31,230	32,280	28,220	26,080	28,520	29,210
Assistant professor	25,120	23,760	23,170	23,720	25,200	26,550	24,720	22,400	23,920	24,070
Instructor	21,720	19,630	20,270	19,740	20,990	22,130	20,970	17,980	20,290	19,840
Lecturer	19,430	—	22,060	20,000	23,520	30,030	21,470	20,200	23,360	23,240
All ranks	31,290	29,080	26,850	28,070	30,560	33,030	27,220	25,730	27,660	28,460
2-year institutions with academic ranks										
Professor	$40,690	$28,940	$37,640	$38,170	$39,500	$33,200	$36,500	$30,780	$36,670	$37,170
Associate professor	37,800	26,730	31,720	33,360	32,480	28,080	30,280	26,390	30,300	31,330
Assistant professor	33,000	24,160	26,110	28,820	27,200	24,260	26,500	22,710	25,840	26,590
Instructor	30,800	22,860	23,470	25,160	22,390	21,710	23,650	20,460	21,300	22,270
Lecturer	—	—	—	20,600	18,930	16,870	—	—	19,720	19,540
All ranks	37,230	25,090	31,020	31,610	32,210	28,260	28,550	24,860	29,920	30,100
2-year institutions without academic ranks										
All	$31,790	$27,530	$26,510	$31,470	$17,040	$23,570	$26,220	$21,930	$23,590	$31,240
All institutions except 2-year institutions without academic rank										
Professor	$51,050	$41,520	$40,470	$44,820	$48,080	$49,660	$42,340	$39,620	$44,860	$45,530
Associate professor	36,580	32,220	31,130	34,050	35,370	35,190	32,350	30,790	33,990	33,820
Assistant professor	30,770	27,210	26,040	28,440	28,590	28,900	27,350	25,820	28,210	27,920
Instructor	23,850	22,200	29,810	21,890	22,360	22,690	21,210	20,410	21,800	21,330
Lecturer	31,250	24,200	20,010	22,830	25,260	29,140	21,660	19,660	24,080	24,930
All ranks	42,370	33,820	31,990	35,470	37,030	38,490	32,880	31,140	34,690	35,470

— No data reported.

Note: Salary figures are based on 1,875 institutions.
Pacific: Alaska, Cal., Hawaii, Ore., Wash. Mountain: Ariz., Colo., Idaho, Mont., Nev., N.M., Utah, Wyo.; West North Central: Iowa, Kan., Minn., Mo., Neb., N.D., S.D.; East North Central: Ill., Ind., Mich., Ohio, Wis.; Middle Atlantic: N.J., N.Y., Pa.; New England: Conn., Me., Mass., N.H., R.I., Vt.; West South Central: Ark., La., Okla., Tex.; East South Central: Ala., Ky., Miss., Tenn.; South Atlantic: Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W Va.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Philadelphia C of Pharmacy & Sci, IIA	43.4	32.7	25.7	21.5
Philadelphia C of Textiles & Sci, IIA	38.7	32.6	27.9	—
Point Park C, IIB	30.4	26.2	20.9	18.8
Rosemont C, IIB	31.7	29.2	19.3	—
Saint Joseph's U, IIB	42.5	33.0	26.3	22.5
Seton Hill C, IIB	30.2	24.4	19.4	16.0
Shippensburg U, IIA	41.1	33.3	27.1	—
Susquehanna U, IIB	37.7	29.7	24.2	—
Swarthmore C, IIB	50.5	34.2	27.5	—
Temple U, I	48.3	36.2	30.0	22.6
Thiel C, IIB	30.2	25.0	21.4	—
U of Pennsylvania, I	59.6	43.3	35.8	—
U of Pittsburgh				
Main campus, I	51.5	36.4	29.4	19.6
Bradford, IIB	—	29.6	26.0	19.2
Greensburg, III	32.9	27.0	23.9	17.2
Johnstown, IIB	39.2	32.4	25.8	21.0
Titusville, III		29.4	—	—
U of Scranton, IIA	37.6	30.9	26.9	22.8
Ursinus C, IIB	37.9	31.5	25.7	—
Villa Marie C, IIB	—	21.9	18.7	17.8
Villanova U, IIA	47.2	36.8	30.4	21.5
Washington and Jefferson C, IIB	34.8	30.9	25.6	19.6
Westminster C, IIB	33.0	27.5	22.4	—
Westmoreland Co CC, III	—	28.3	24.7	22.6
Widener U, IIA	43.3	36.8	28.7	25.5
Wilkes C, IIA	34.5	26.8	23.6	19.3
Williamsport Area CC, III	30.5	29.5	26.0	25.2
York C of Pa, IIB	43.3	36.8	28.5	23.8

RHODE ISLAND

Brown U, I	53.3	36.7	30.4	—
Bryant C, IIA	43.7	40.4	31.5	27.1
CC of Rhode Island, III	32.5	27.7	22.7	—
Providence C, IIA	41.4	36.8	27.4	27.5
Rhode Island C, IIA	37.5	31.6	26.6	21.7
RI Sch of Design, IIB	40.1	32.0	25.6	—
Salve Regina-Newport C, IIA	34.7	28.7	24.4	19.8
U of Rhode Island, I	43.5	34.2	29.9	22.2

SOUTH CAROLINA

Baptist C of Charleston, IIB	23.4	20.5	18.8	—
Central Wesleyan C, IIB	20.9	17.8	14.6	—
Citadel, IIA	39.7	31.8	28.5	—
Clemson U, I	48.3	34.4	29.6	20.7
Coker C, IIB	26.7	23.8	21.3	—
C of Charleston, IIA	38.6	33.8	26.5	19.5
Columbia C, IIB	29.4	24.3	22.9	19.8
Converse C, IIB	31.6	27.8	23.9	22.3
Erskine C, IIB	26.3	21.4	18.3	—
Francis Marion C, IIB	37.1	29.4	24.9	18.3
Furman U, IIB	39.2	29.5	24.7	21.2
Lander C, IIB	35.9	31.0	26.2	20.2
Limestone C, IIB	21.9	21.0	21.6	—

SOUTH CAROLINA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Morris C, IIB	23.1	21.9	18.2	16.1
Newberry C, IIB	25.1	22.7	19.7	—
North Greenville C, III	--	—	17.9	15.7
Presbyterian C, IIB	34.6	27.2	23.3	20.1
South Carolina St C, IIB	36.8	31.8	26.4	21.4
U of South Carolina				
Main campus, I	46.1	33.2	28.9	21.2
Aiken, III	34.6	28.0	23.6	18.7
Beaufort, III	—	26.3	—	—
Coastal, IIB	34.3	28.5	26.1	22.5
Lancaster, III	—	27.3	24.6	—
Salkehatchie, III	—	—	22.8	—
Spartanburg, IIB	33.9	29.4	24.1	21.4
Sumter, III	—	28.7	25.3	—
Union, III	—	—	—	20.8
Voorhees C, IIB	22.8	—	18.4	15.8
Winthrop C, IIA	39.9	32.5	26.5	19.7
Wofford C, IIB	38.2	29.8	25.4	—

SOUTH DAKOTA

Black Hills St C, IIB	31.8	27.3	23.9	19.2
Mount Marty C, IIB	25.9	20.7	17.9	—
Northern St C, IIA	34.6	28.0	24.2	21.1
Sioux Falls C, IIB	24.9	22.4	20.7	—
SD Sch of Mines & Tech, IIA	36.8	29.9	26.2	21.1
South Dakota St U, IIA	34.2	28.3	24.1	21.4
U of South Dakota, I	37.7	29.0	24.8	18.8

TENNESSEE

Austin Peay St U, IIA	35.0	27.4	23.0	18.0
Belmont C, IIB	31.6	25.7	23.2	22.2
Bethel C, IIB	—	20.3	19.4	—
Bryan C, IIB	—	21.1	19.0	—
Carson-Newman C, IIB	30.2	24.8	23.0	—
Chattanooga St Tech CC, III	34.8	31.0	26.8	22.4
Christian Brothers C, IIB	34.0	25.9	24.4	
Cleveland St CC, III	30.2	26.5	23.6	
Columbia St CC, III	—	30.7	27.6	22.0
David Lipscomb C, IIB	32.0	26.9	23.1	19.5
Dyersburg St CC, III	26.8	26.1	22.6	20.6
East Tennessee St U, IIA	38.8	32.6	26.9	21.1
Freed-Hardeman C, IIB	31.8	27.3	23.1	17.0
Hiwassee C, III	19.0	18.2	16.6	15.6
Jackson St CC, III	30.1	27.2	24.0	20.0
Lambuth C, IIB	24.9	23.7	21.2	
Lane C, IIB	21.2	18.8	17.9	16.1
Lee C, IIB	27.8	23.3	20.4	17.9
Maryville C, IIB	27.0	22.6	20.8	16.9
Middle Tenn St U, IIA	41.5	34.5	27.4	21.5
Rhodes C, IIB	40.0	31.3	23.9	—
Roane St CC, III	32.6	27.2	22.8	18.2
St Tech Inst Memphis, III	32.2	26.8	23.4	20.8
Tennessee Tech U, IIA	40.8	33.0	27.5	20.8
Tusculum C, IIB	21.1	—	18.3	—
Union U, IIB	28.8	24.6	21.7	18.9
U of Tennessee Chattanooga, IIA	38.6	31.8	27.3	20.2

TENNESSEE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Tennessee inst of Ag, IIA	43.5	36.3	30.7	20.8
Knoxville, I	45.6	33.3	29.1	21.2
Martin, IIB	35.7	30.6	26.6	21.5
U of the South, IIA	40.4	30.1	25.5	—
Vanderbilt U, I	54.7	37.7	29.9	29.4
Volunteer St CC, III	31.4	26.7	22.9	19.4

TEXAS

Abilene Christian U, IIA	32.9	28.3	24.4	19.0
Angelo St U, IIA	36.2	32.7	26.9	21.2
Austin C, IIB	38.1	29.6	25.6	—
Baylor U, I	46.0	36.3	29.9	23.5
Bishop C, IIB	24.2	24.6	24.0	—
Corpus Christi St U, IIA	36.5	28.8	23.5	—
Del Mar C, III	37.9	32.3	29.1	24.7
East Texas St U, IIA	37.1	29.4	25.9	22.5
Texarkana, IIB	37.4	32.8	—	—
Hardin-Simmons U, IIA	33.2	26.9	24.1	20.6
Houston Baptist U, IIA	30.1	28.9	24.4	22.1
Incarnate Word C, IIB	29.3	26.0	20.6	
Jarvis Christian C, IIB	29.7	23.9	19.8	16.7
Lamar U Orange Ctr, III		—	23.3	18.3
Lubbock Christian C, IIB	23.1	20.3	16.3	—
McMurry C, IIB	28.1	24.6	24.0	20.8
Midwestern St U, IIA	38.0	30.8	24.2	19.5
North Texas St U, I	39.9	32.2	28.1	21.9
Odessa C, III	37.6	30.8	27.9	26.9
Our Lady of the Lake U, IIA	33.0	27.5	23.8	19.5
Pan American U, IIA	39.4	31.5	26.1	20.8
Prairie View A&M U, IIA	37.7	32.2	27.1	24.0
Rice U, I	55.9	39.3	31.8	22.9
S F Austin St U, IIA	37.3	31.1	25.5	19.9
Saint Mary's U, IIA	41.3	30.0	26.6	—
Sam Houston St U, IIA	37.5	31.9	26.4	22.8
San Antonio C, III	34.6	31.3	27.8	24.3
Schreiner C, III	29.0	—	21.1	17.9
Southern Methodist U, I	54.8	37.2	31.3	21.3
Southwest Tex St U, IIA	37.6	31.2	24.6	19.1
SW Assemblies of God C, IIB	—	—	19.7	—
Southwestern U, IIB	45.0	34.3	27.4	25.8
Sul Ross St U, IIA	34.1	29.1	23.3	19.2
Tarleton St U, IIA	34.1	29.8	25.5	20.7
Texas A&I U, IIA	38.0	29.5	25.6	17.9
Texas A&M U				
Main campus, I	46.7	35.3	29.0	19.3
Galveston, IIB	—	28.1	24.5	
Texas Christian U, I	47.3	35.6	30.1	26.4
Texas Lutheran C, IIB	32.6	28.8	24.9	—
Texas Southern U, I	35.1	31.0	20.3	16.7
Texas Tech U, I	43.2	32.5	27.0	19.3
Texas Wesleyan C, IIB	29.7	26.2	24.5	—
Texas Woman's U, I	38.9	30.9	25.3	22.3
Trinity U, IIA	48.7	35.7	28.2	—
U of Dallas, IIA	33.1	30.2	27.6	—
U of Houston				
Clear Lake, IIA	40.6	33.9	30.3	24.2
Downtown, IIB	40.2	32.2	26.2	—

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Houston U Park, I	47.8	34.0	29.2	24.9
U of Saint Thomas, IIA	37.7	25.3	22.7	—
U of Texas				
Arlington, I	42.5	32.0	27.4	—
Austin, I	49.7	34.0	29.9	22.6
Dallas, I	48.1	34.0	30.3	—
Permian Basin, IIA	35.2	28.6	25.3	—
San Antonio, IIA	38.9	31.4	26.3	—
Tyler, IIA	39.0	32.1	25.7	22.4
West Texas St U, IIA	35.7	29.1	24.7	20.8

UTAH

Dixie C, III	—	28.8	28.1	18.9
Snow C, III	31.4	27.9	24.4	21.5
Southern Utah St C, IIB	33.3	26.8	23.5	20.2
U of Utah, I	44.5	31.6	28.0	22.6
Utah St U, I	40.4	31.7	26.0	22.5
Utah Tech C at Salt Lake, III	29.0	25.4	23.1	22.0
Weber St C, IIA	35.5	29.4	25.7	20.9

VERMONT

Champlain C, III	30.5	25.8	24.9	18.6
Green Mountain C, IIB	26.3	24.0	21.6	—
Lyndon St C, IIB	32.5	28.3	25.0	--
Middlebury C, IIB	50.3	35.4	28.8	27.3
Norwich U, IIA	33.3	26.8	24.2	18.5
Saint Michael's C, IIB	36.3	29.6	23.1	—
U of Vermont, I	48.1	34.3	28.1	22.7

VIRGINIA

Averett C, IIB	26.9	24.1	21.3	—
Blue Ridge CC, III	—	30.5	26.9	22.5
Bridgewater C, IIB	29.9	24.7	21.8	—
Central Virginia CC, III	35.6	31.8	27.9	—
Christendom C, IIB		—	25.0	
Christopher Newport C, IIB	35.5	31.3	28.4	23.6
C of William and Mary, I	47.0	38.8	30.2	24.3
Richard Bland C, III	—	29.0	—	—
Dabney Lancaster CC, III	—	34.9	26.9	23.5
Danville CC, III	31.4	30.1	25.8	—
E Mennonite C, IIB	23.9	21.6	18.9	—
Emory and Henry C, IIB	30.8	26.1	23.4	—
Ferrum C, IIB	26.9	22.8	20.0	—
George Mason U, IIA	47.8	36.3	31.0	25.5
Germanna CC, III	—	31.7	25.5	21.1
Hampden-Sydney C, IIB	36.9	30.1	25.0	
Hollins C, IIB	40.1	32.6	23.7	—
J Sargeant Reynolds CC, III	33.6	31.5	26.6	23.8
James Madison U, IIA	39.4	33.8	29.3	21.6
John Tyler CC, III	33.1	30.3	25.3	23.2
Longwood C, IIB	38.9	33.1	25.9	23.0
Lord Fairfax CC, III	—	27.0	25.4	—
Lynchburg C, IIA	34.5	28.2	23.3	—
Mary Baldwin C, IIB	31.6	24.1	23.2	22.0

Continued on Following Page

FACT-FILE—Continued

VIRGINIA—Continued

	Assoc Prof	Assoc Prof	Asst Prof	Inst
Mary Washington C, IIA	37.8	33.4	26.2	23.1
Marymount U, IIB	37.5	27.9	23.6	18.3
Mountain Empire CC, III	—	29.9	25.6	22.5
New River CC, III	35.9	31.5	26.2	21.1
Norfolk St U, IIA	40.4	35.4	29.4	22.1
Northern Virginia CC, III	35.9	32.7	28.2	24.4
Old Dominion U, IIA	48.0	35.7	30.8	23.8
Patrick Henry CC, III	—	30.4	26.0	—
Paul D Camp CC, III	—	29.4	24.8	—
Piedmont Virginia CC, III	33.8	28.9	25.3	—
Presbyterian Sch of Christian Ed, IIB	30.3	—	—	—
Radford U, IIA	39.6	33.0	27.3	21.7
Randolph-Macon C, IIB	36.6	29.6	24.8	—
Randolph-Macon Women's C, IIB	37.7	28.1	23.3	—
Rappahannock CC, III	—	31.6	25.0	—
Roanoke C, IIB	37.7	29.2	24.5	—
Shenandoah C & Conserv of Music, IIB	26.3	24.0	19.1	—
Southside Va CC, III	—	28.1	25.3	—
Southwest Va CC, III	33.7	30.6	27.2	23.7
Sweet Briar C, IIB	38.3	30.3	23.9	—
Thomas Nelson CC, III	34.6	29.9	26.5	22.6
Tidewater CC, III	31.8	28.9	25.6	22.6
U of Richmond, IIA	45.5	35.0	27.8	19.7
U of Virginia, I	59.0	39.9	32.0	23.1

VIRGINIA—Continued

	Assoc Prof	Assoc Prof	Asst Prof	Inst
U of Virginia Clinch Valley C, IIB	36.8	29.8	24.8	—
Va Commonwealth U, I	45.5	37.4	31.7	23.8
Va Highlands CC, III	—	30.3	26.2	—
Virginia Military Inst, IIB	42.0	36.8	29.4	—
Va Poly Inst & St U, I	54.0	38.3	33.1	22.7
Virginia St U, IIA	37.5	32.7	29.5	24.4
Virginia Wesleyan C, IIB	34.3	29.8	22.9	22.5
Virginia Western CC, III	35.7	31.2	26.5	22.3
Washington & Lee U, IIB	44.4	33.1	26.6	21.1
Wytheville CC, III	33.3	30.0	25.7	23.7

WASHINGTON

Central Wash U, IIA	36.5	30.8	25.1	—
Pacific Lutheran U, IIA	36.2	29.4	24.4	—
Saint Martin's C, IIB	—	23.7	20.9	—
Seattle Pacific U, IIB	33.1	27.7	24.1	19.9
Seattle U, IIA	36.6	29.4	25.9	22.9
U of Puget Sound, IIA	39.9	31.6	25.7	21.9
U of Washington, I	47.9	33.7	30.7	—
Washington St U, I	42.2	32.1	28.5	22.6
Western Wash U, IIA	34.2	31.7	26.9	—
Whitman C, IIB	39.0	32.6	25.7	22.3
Whitworth C, IIB	34.2	27.9	23.0	17.4

WEST VIRGINIA

	Assoc Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C, IIB	27.1	22.9	19.0	17.3
Bethany C, IIB	28.1	22.3	21.5	—
Bluefield St C, IIB	29.7	25.2	20.6	19.2
Concord C, IIB	31.3	26.6	21.9	18.5
Davis & Elkins C, IIB	27.6	23.4	20.6	17.5
Fairmont St C, IIB	31.1	27.2	22.9	23.1
Glenville St C, IIB	29.9	25.5	21.8	19.7
Marshall U, IIA	34.0	28.8	23.3	17.7
Shepherd C, IIB	32.2	27.2	24.3	20.8
West Liberty St C, IIB	31.3	25.8	21.0	18.7
West Virginia C of Grad Studies, IIA	37.0	32.5	—	
West Va Inst of Tech, IIB	26.8	27.8	23.8	20.1
West Va Northern CC, III	29.1	23.8	20.3	16.3
West Virginia U, I	39.8	32.0	26.0	19.4
Potomac St C, III	32.7	25.8	21.5	17.8
West Va Wesleyan C, IIB	28.2	24.4	22.0	—

WISCONSIN

Alverno C, IIB	29.9	25.9	21.3	18.4
Beloit C, IIB	35.3	29.4	24.2	—
Carroll C, IIB	35.9	30.3	26.7	
Carthage C, IIB	30.0	23.6	22.7	17.3
Concordia C of Wis, IIB	—	21.3	19.6	—
Edgewood C, IIB	29.8	22.7	20.2	—

WISCONSIN—Continued

	Assoc Prof	Assoc Prof	Asst Prof	Inst
Inst of Paper Chemistry, IIA	52.9	40.0	33.0	—
Lakeland C, IIB	26.5	21.7	20.8	—
Lawrence U, IIB	42.2	33.1	24.9	
Marquette U, I	49.3	36.9	30.8	
Milwaukee Sch of Engineering, IIB	34.8	28.7	25.8	23.8
Mount Mary C, IIA	—	25.4	20.4	—
Mount Senario C, IIB	—	18.4	16.4	14.5
Northland C, IIB	23.2	—	19.4	—
Ripon C, IIB	38.7	29.8	25.0	—
Saint Norbert C, IIB	38.8	31.8	24.9	—
U of Wisconsin Centers, III	35.8	30.1	24.6	21.5
Eau Claire, IIA	39.0	31.1	27.2	23.4
Green Bay, IIA	40.3	32.1	27.3	—
La Crosse, IIA	39.0	34.4	29.1	27.2
Madison, I	49.3	38.1	32.8	26.4
Milwaukee, I	48.8	34.7	30.2	27.7
Oshkosh, IIA	40.4	34.0	29.5	24.0
Parkside, IIA	42.3	32.3	28.2	
Platteville, IIA	38.5	33.1	29.1	—
River Falls, IIA	37.4	29.7	26.8	—
Stevens Point, IIA	38.8	31.4	27.3	22.8
Stout, IIA	37.9	31.5	26.7	24.5
Superior, IIA	40.8	31.1	26.7	—
Whitewater, IIA	39.5	32.9	28.8	25.1

WISCONSIN—Continued

	Assoc Prof	Assoc Prof	Asst Prof	Inst
Viterbo C, IIB	—	25.9	21.1	19.7

WYOMING

Central Wyoming C, III	31.6	—	26.3	23.8
Northwest CC, III	—	31.7	25.6	22.3
U of Wyoming, I	43.4	32.4	28.1	—
Western Wyo CC, III	37.6	34.5	30.6	25.3

PUERTO RICO

Antillian C, IIB	—	—	15.6	14.0
Arecibo Tech U C, III	26.2	22.8	18.9	16.5
Catholic U of PR, IIB	19.4	16.5	13.5	11.7
Inter American U of Puerto Rico, IIA	20.3	17.6	15.2	13.2
Mendez Ed Fdn Sys Puerto Rico JC, III	—	—	14.9	12.5
U of Turabo, IIB	22.3	17.7	15.5	11.5
U Metropolitan, IIB	—	—	15.4	9.8
U of Puerto Rico Cayey U C, IIB	30.0	23.1	18.9	16.3
Humacao U C, IIB	28.4	23.5	19.5	16.2
Ponce Tech U C, III	—	17.9	15.7	13.0
Rio Piedras, IIA	29.4	23.8	19.8	16.3
U of Sacred Heart, IIB	23.6	19.4	16.4	13.6

GUAM

U of Guam, IIA	40.8	34.8	26.4	21.3

2-Year and 4-Year Institutions Without Academic Ranks

ALABAMA

Alabama Aviation & Tech C, IV	27.7
Alabama Tech C, IV	26.8
Alexander City St JC, IV	29.0
Atmore St Tech Inst, IV	24.5
Ayers St Tech C, IV	31.2
Bessemer St Tech C, IV	30.3
Bishop St JC, IV	25.9
Brewer St JC, IV	27.8
Calhoun St CC, IV	27.5
Carver St Tech C, IV	29.2
Chattahoochee Valley St CC, IV	28.1
Drake St Tech C, IV	29.1
Enterprise St JC, IV	27.7
Faulkner St JC, IV	29.0
Freed St Tech C, IV	31.3
Gadsden St JC, IV	27.1
G C Wallace St CC, IV	26.8
Dothan, IV	29.1
Selma, IV	28.7
Hobson St Tech C, IV	30.5
Ingram St Tech Inst, IV	30.5
Jefferson Davis St JC, IV	26.9
Jefferson St JC, IV	29.3
Lawson St CC, IV	28.5
L B Wallace St JC, IV	26.5
MacArthur St Tech C, IV	28.3
Muscle Shoals St Tech C, IV	29.2
Munnerlyn St Tech C, IV	27.3
Northeast Alabama St JC, IV	27.4
Northwest Alabama St JC, IV	26.3
Northwest Ala St Tech C, IV	30.8
Opelika St Tech C, IV	29.5
Patterson St Tech C, IV	30.3
Patrick Henry St JC, IV	28.0
Reid St Tech C, IV	27.9
Shelton St CC, IV	29.4
Snead St JC, IV	26.3
Southern Union St JC, IV	27.7
Southwest St Tech C, IV	31.8
Sparks St Tech C, IV	30.8
Trenholm St Tech C, IV	30.3
Walker C, IV	25.2
Walker St Tech C, IV	27.9

ALASKA

U of Alaska Anchorage CC, IV	45.0
Islands CC, IV	40.8
Kenai Peninsula CC, IV	43.7
Ketchikan CC, IV	39.9
Kuskokwim CC, IV	55.7
Matanuska-Susitna CC, IV	40.8
Northwest CC, IV	55.2
Prince William Sound CC, IV	39.9
Tanana Valley CC, IV	43.7

ARIZONA

Arizona Western C, IV	29.8
Cochise C, IV	27.7
Eastern Arizona C, IV	31.0
Mohave CC, IV	26.4
Northland Pioneer C, IV	27.6
Pima CC, IV	28.4
Yavapai C, IV	31.6

ARKANSAS

S Ark U Tech Branch, IV	23.1
Southern Baptist C, IV	16.3

CALIFORNIA

Allan Hancock C, IV	34.5
Antelope Valley C, IV	36.1
Barstow C, IV	35.1
Butte C, IV	38.7
Cabrillo C, IV	29.0
California Inst of the Arts, IIA	28.7
Cerritos C, IV	41.7
Chabot C, IV	38.3
Chaffey C, IV	35.7
Citrus C, IV	40.4
City C of San Francisco, IV	37.3
Coast CC Dist, IV	39.7
C of the Canyons, IV	37.4
C of the Desert, IV	35.3
C of the Redwoods, IV	38.0
C of the Sequoias, IV	38.6
Compton CC, IV	30.9
Contra Costa CC Dist, IV	44.1
Cuesta C, IV	38.0
El Camino C, IV	40.2
Foothill-De Anza CC Dist, IV	44.5
Fresno Pacific C, IIB	23.3
Gavilan C, IV	36.8

CALIFORNIA—Continued

Glendale CC Dist, IV	38.1
Grossmont C, IV	36.1
Hartnell C, IV	35.6
Imperial Valley C, IV	32.2
Kern CC Dist, IV	35.2
Lake Tahoe CC, IV	35.2
Lassen C, IV	32.5
Long Beach City C, IV	42.3
Los Angeles CC Dist, IV	38.3
Los Rios CC Dist, IV	35.8
Marin CC Dist, IV	38.4
Mendocino-Lake CC Dist, IV	35.0
Menlo C, IIB	32.8
Merced C, IV	35.4
Mira Costa C, IV	39.0
Monterey Peninsula C, IV	34.5
Mount San Antonio C, IV	40.5
Mount San Jacinto C, IV	35.0
Napa Valley C, IV	34.1
North Orange Co CC Dist, IV	40.0
Pacific Oaks C, IIA	22.3
Palo Verde C, IV	35.3
Pasadena Area CC Dist, IV	38.5
Peralta CC's Dist, IV	37.0
Rancho Santiago C, IV	39.9
Rio Hondo C, IV	40.7
Riverside City C, IV	37.1
Saddleback CC Dist, IV	41.8
San Diego CC Dist, IV	31.1
San Joaquin Delta C, IV	43.9
San Jose CC Dist, IV	38.9
San Mateo CC Dist, IV	39.3
Santa Barbara City C, IV	34.5
Santa Monica C, IV	41.2
Santa Rosa JC, IV	39.8
Shasta C, IV	38.2
Sierra C, IV	37.0
Siskiyou Joint CC Dist, IV	35.1
Solano CC, IV	38.7
Southwestern C, IV	36.6
State Center CC Dist, IV	38.1
Taft C, IV	40.7
Ventura County CC Dist, IV	36.6
Victor Valley CC Dist, IV	34.1
West Hills CC Dist, IV	36.5
West Valley Joint CC Dist, IV	39.2
Woodbury U, IIA	30.0
Yosemite CC Dist, IV	37.3
Yuba C, IV	37.0

COLORADO

Arapahoe CC, IV	24.9
Colorado Northwestern CC, IV	29.5
CC of Aurora, IV	24.0
CC of Denver, IV	25.6
Northeastern JC, IV	25.5
Otero JC, IV	24.9
Pikes Peak CC, IV	24.7
Red Rocks CC, IV	33.7

CONNECTICUT

Hartford Sem, IIB	38.3

DELAWARE

Delaware Tech and CC Southern, IV	30.8
Stanton-Wilmington, IV	26.8
Terry, IV	26.1

FLORIDA

Broward CC, IV	28.8
Lake City CC, IV	23.4
Lake-Sumter CC, IV	25.6
Polk CC, IV	21.8
Valencia CC, IV	29.9

GEORGIA

Truett McConnell C, IV	19.7

HAWAII

U of Hawaii Honolulu CC, IV	29.6
Kapiolani CC, IV	30.9
Kauai CC, IV	28.6
Leeward CC, IV	30.9
Maui CC, IV	29.5
Windward CC, IV	28.7

IDAHO

North Idaho C, IV	27.0

ILLINOIS

Belleville Area C, IV	34.6
Carl Sandburg C, IV	20.4
Chicago C of Commerce, IV	18.5
C of Lake County, IV	35.0
Danville Area CC, IV	26.6
Elgin CC, IV	31.1
Governors St U, IIA	33.0
Harrington Inst of Interior Design, IV	27.3
Highland CC, IV	28.3
Illinois Eastern CC's, IV	23.3
John A Logan C, IV	29.4
Kankakee CC, IV	25.8
Kaskaskia C, IV	25.9
Lake Land CC, IV	26.3
Lincoln C, IV	20.6
McHenry County C, IV	30.0
Moraine Valley CC, IV	29.8
Morton C, IV	33.0
NAES C, IIB	19.1
National C of Ed, IIA	26.5
Parkland C, IV	33.4
Ray C of Design, IIB	22.8
Rock Valley C, IV	30.3
Springfield C in Illinois, IV	19.4
State CC, IV	24.6
Triton C, IV	35.0

IOWA

Des Moines Area CC, IV	24.9
Indian Hills CC, IV	22.1
Iowa Lakes CC, IV	22.5
North Iowa Area CC, IV	29.4
Western Iowa Tech CC, IV	22.8

KANSAS

Allen County CC, IV	25.5
Barton County CC, IV	24.4
Butler County CC, IV	24.2
Central C, IV	16.1
Coffeyville CC, IV	22.7
Colby CC, IV	23.1
Cowley County CC, IV	25.8
Hesston C, IV	17.6
Hutchinson CC, IV	27.4
Johnson County CC, IV	32.3
Kansas City Kansas CC, IV	28.7
Neosho County CC, IV	24.2
Seward County CC, IV	25.6

KENTUCKY

Midway C, IV	18.7
Saint Catharine C, IV	16.6

MARYLAND

Maryland Inst C of Art, IIB	27.3
Saint John's C, IIB	31.0

MICHIGAN

Detroit C of Business, IIB	26.3
Grand Rapids JC, IV	34.9
Mid Michigan CC, IV	25.4
Montcalm CC, IV	29.4
Schoolcraft C, IV	35.8
Suomi C, IV	25.7
West Shore CC, IV	28.4

MINNESOTA

Anoka-Ramsey CC, IV	31.5
Austin CC, IV	33.7
Bethany Lutheran C, IV	18.5
Brainerd CC, IV	30.3
Fergus Falls CC, IV	31.9
Hibbing CC, IV	26.7
Inver Hills CC, IV	31.3
Itasca CC, IV	30.6
Lakewood CC, IV	32.4
Mesabi CC, IV	31.1
Minneapolis CC, IV	31.6
Normandale CC, IV	31.4
North Hennepin CC, IV	32.0
Northland CC, IV	31.4
Rainy River CC, IV	27.1
Rochester CC, IV	31.0
Vermillion CC, IV	31.0
Willmar CC, IV	30.7
Worthington CC, IV	31.2

MISSISSIPPI

Coahoma JC, IV	17.8
Copiah-Lincoln JC, IV	19.4

MISSISSIPPI—Continued

East Central JC, IV	18.8
East Mississippi JC, IV	18.8
Hinds JC, IV	21.2
Holmes JC, IV	19.4
Itawamba JC, IV	21.1
Jones County JC, IV	24.2
Meridian JC, IV	21.9
Mississippi Delta JC, IV	21.7
Mississippi Gulf Coast JC, IV	22.7
Northeast Mississippi JC, IV	21.9
Northwest Mississippi JC, IV	21.9
Pearl River JC, IV	19.8
Southwest Mississippi JC, IV	20.6
Wood JC, IV	18.7

MISSOURI

Stephens C, IIB	22.0
Three Rivers CC, IV	20.2
Trenton JC, IV	20.7

MONTANA

Flathead Valley CC, IV	28.7
Miles CC, IV	25.3

NEBRASKA

Grace C of the Bible, IIB	17.7
McCook CC, IV	22.2
Metropolitan Tech CC, IV	22.8
Mid-Plains Tech CC Area, IV	24.9
Northeast Tech CC, IV	21.9
Southeast CC Area, IV	21.4
Western Tech CC Area, IV	23.1

NEVADA

Western Nevada CC, IV	31.4

NEW MEXICO

Northern New Mexico CC, IV	20.4
Saint John's C, IIB	30.1

NEW YORK

Friends World C, IIB	20.6
Sarah Lawrence C, IIA	34.5

NORTH CAROLINA

Bladen Tech C, IV	19.4
Blue Ridge Tech C, IV	23.3
Brunswick Tech C, IV	20.9
Carteret Tech C, IV	20.8
Fayetteville Tech Inst, IV	24.0
Halifax CC, IV	20.5
Haywood Tech C, IV	21.9
Isothermal CC, IV	21.9
Johnston Tech C, IV	19.7
Lees-McRae C, IV	19.6
Mayland Tech C, IV	20.8
McDowell Tech C, IV	20.0
Mitchell CC, IV	21.2
Montreat-Anderson C, IV	21.5
Nash Tech C, IV	23.2
Piedmont Tech C, IV	19.3
Richmond Tech C, IV	24.0
Southeastern CC, IV	19.9
Tri-County CC, IV	18.7
Vance-Granville CC, IV	22.7
Wayne CC, IV	23.0

NORTH DAKOTA

Bismarck JC, IV	29.4
Lake Region CC, IV	22.5
ND St Sch of Science, IV	27.8
ND St U Bottineau, IV	26.1
U of ND Williston Ctr, IV	26.8

OHIO

Art Acad of Cincinnati, IIB	18.2
Cincinnati Tech C, IV	26.6
Columbus Tech Inst, IV	25.1
Cuyahoga CC Dist, IV	36.8
Marion Tech C, IV	25.1

OKLAHOMA

Bartlesville Wesleyan C, IIB	18.4
Connors St C, IV	24.8
Eastern Oklahoma St C, IV	27.0

OKLAHOMA—Continued

Rose St C, IV	25.3
Saint Gregory's C, IV	21.4
Sayre JC, IV	24.3
Seminole JC, IV	24.8

OREGON

Clackamas CC, IV	28.4
Pacific Northwest C of Art, IIB	18.0

RHODE ISLAND

Roger Williams C, IIB	33.0

SOUTH CAROLINA

Aiken Tech C, IV	24.1
Anderson C, IV	23.2
Beaufort Tech C, IV	21.4
Chesterfield-Marlboro Tech C, IV	25.8
Clinton JC, IV	6.8
Denmark Tech C, IV	20.2
Florence-Darlington Tech C, IV	23.9
Greenville Tech C, IV	23.1
Horry-Georgetown Tech C, IV	22.5
Midlands Tech C, IV	24.4
Orangeburg Calhoun Tech C, IV	22.2
Piedmont Tech C, IV	22.0
Spartanburg Methodist C, IV	22.7
Spartanburg Tech C, IV	22.6
Sumter Area Tech C, IV	21.7
Tri-County Tech C, IV	22.6
Trident Tech C, IV	30.4
York Tech C, IV	23.0

TENNESSEE

Tomlinson C, IV	19.7

TEXAS

Austin CC, IV	26.0
El Paso County CC Dist, IV	25.9
Galveston C, IV	27.8
Hill JC, IV	23.4
Howard County JC Dist, IV	25.7
Midland C, IV	38.7
North Harris County C Dist, IV	31.2
Paris JC, IV	22.6
San Jacinto C, IV	29.8
Texas Southmost C, IV	27.1
Texas St Tech Inst Sweetwater, IV	26.3
Waco, IV	22.7
Trinity Valley CC, IV	26.9

UTAH

C of Eastern Utah, IV	25.7
Utah Tech C at Provo, IV	26.6

VIRGINIA

Southern Sem JC, IV	19.0
Virginia Intermont C, IIB	18.0

WASHINGTON

Centralia C, IV	27.2
Columbia Basin C, IV	28.3
Cornish Inst, IIB	16.0
Evergreen St C, IIB	32.7
Grays Harbor C, IV	28.3
Lower Columbia C, IV	25.5
Peninsula C, IV	29.8
Pierce C, IV	28.7
Seattle CC Dist, IV	28.6
Skagit Valley C, IV	26.3
South Puget Sound CC, IV	26.0
Tacoma CC, IV	32.0
Washington St CC Dist, IV	26.8
Wenatchee Valley C, IV	27.2

WISCONSIN

District One Tech Inst, IV	30.9
Mid-State Tech Inst, IV	29.6
Milwaukee Area Tech C, IV	35.6
Milwaukee Inst of Art & Design, IIB	20.9
Waukesha Co Tech Inst, IV	33.6

WYOMING

Casper C, IV	27.5

TRUST TERRITORY

CC of Micronesia, IV	11.8